



**Barnsley Hospital**  
NHS Foundation Trust



# Recruitment Pack 2021



**PROUD**  
to  
care

PROUD

to  
care

**NHS**

**Barnsley Hospital**  
NHS Foundation Trust

## About Barnsley Hospital

Barnsley Hospital NHS Foundation Trust is a high performing Trust achieving a 'Good' rating in our most recent Care Quality Commission (CQC) assessment, and achieving significant progress in the delivery of our strategic objectives. We are proud of the commitment of our staff to ensuring a strong and sustainable future for this organisation which is highly valued by our local communities.

Not only do we have a full range of the services you would expect in a hospital of our size, we also have a fantastic new Children's Emergency Department and Assessment Unit which we completed during the Covid pandemic in early 2021.



Our state-of-the-art Neonatal unit opened in 2018 and has received glowing feedback from families and the staff who work there. Our next large project is to completely redevelop our critical care provision with a unit which will expand capacity and improve patient experience.

Our specialised services include cancer and surgical services in partnership with other local healthcare providers such as neighbouring hospitals in Rotherham and Sheffield. We also have an Assistive Technology team which serves a large part of the North of England.

Because we feel so strongly about our place in the local community, we take care to look after our environment. We have green credentials with features such as electric charging points in our staff car parks and access to the NHS car lease scheme for easy access to electric vehicles.

PROUD

of our  
brilliant  
staff

## Working at Barnsley Hospital

The Covid pandemic has brought into sharp focus how our teams feel about working in the local healthcare community.

Our colleagues have a wide range of benefits to support their health and wellbeing. We provide access to psychological support and counselling, healthy living initiatives such as discounted local gym membership, yoga and meditation classes, and of course the cycle to work scheme.

Our on-site facilities will soon be bolstered by a dedicated outdoor space for staff to spend time in – a Captain Tom-funded health and wellbeing garden right outside our staff restaurant.

Our annual staff survey results demonstrate year on year improvements in how staff feel about working at Barnsley Hospital, and our leadership team take action on issues raised through this and other feedback.

In 2020 our investment and commitment to digital working saw the first ever introduction of a major IT system achieved remotely. This puts us at the forefront of digital excellence - the project was shortlisted in the Nursing Times Awards 2020 in the Technology and Data in Nursing category.

Our innovative teams also set up an 'E-Midwife' service on Facebook, and developed a communications app for intubated patients to communicate with staff. And because we had committed early to digital working, we could move quickly to respond to the pandemic and were offering video appointments within days.

PROUD

to  
engage

## Our Vision and Values

### Our vision

To provide outstanding integrated care

### Our Values

As a Foundation Trust, our values, the things we stand for and the way we like to operate are important to us.

We care about how people think and feel about us so every time we present ourselves we try our best to make the right impression – whenever and wherever this may be.

#### Respect

Treat people how we would like to be treated ourselves.



#### Team work

We work together to provide the best quality care.



#### Diversity

We focus on your individual and diverse needs.



PROUD

to  
care

## Our Objectives for 2021-22

### We will support the health and wellbeing of our workforce:

- ✔ We will continue to provide health and wellbeing support (including psychological support) for our staff.
- ✔ We will undertake a reflective exercise early in 2021/22 to provide recognition for our staff and support their transition into recovery and beyond.
- ✔ We will continue to ensure that we retain our staff and explore all opportunities to recruit to all vacancies across the Trust, including exploring innovative approaches where appropriate.
- ✔ We will continue to focus on culture within the organisation, building on our positive values and behaviours and upholding an open and fair culture that fosters equality, diversity and inclusion.
- ✔ We will continue to develop our leaders to encourage the right leadership values, behaviours and attitudes.



### We will continue to respond to the ongoing Covid-19 demand and maximise capacity in all settings to treat non Covid-19 patients

- ✔ We will deliver our defined quality priorities.
- ✔ We will develop an Urgent Care pathway improvement plan.
- ✔ We will develop a Planned Care recovery plan.
- ✔ We will develop an approach to maximise productivity across our services.
- ✔ We will meet all of our performance trajectories and statutory requirements.



PROUD

to  
care

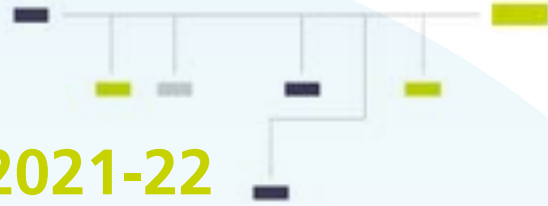
## Our Objectives for 2021-22

### We will build back better together, learning lessons from Covid-19 and developing plans for the future

- ✔ We will use Quality Improvement techniques to improve patient safety, transform services and introduce new ways of working.
- ✔ We will ensure we deliver financially sustainable services which meet the statutory objectives of the NHS.
- ✔ We will continue to use digital transformation to support new ways of working including EDMS, EPMA and supporting virtual working.
- ✔ We will continue our estates modernisation programme including further work on urgent care pathways and the Critical Care Unit.
- ✔ We will embed the new risk management and governance process.
- ✔ We will develop a new 5 year Trust strategy to define the organisation's strategic direction in the short, medium and longer term.

### We will work even more closely with partners in place and the Integrated Care System to improve patient outcomes and reduce health inequalities

- ✔ We will continue to play a key role in the delivery of Barnsley Place priorities.
- ✔ We will work in collaboration with partners and all key stakeholders on the plans for Urgent and Planned Care.
- ✔ We will continue to work with partners at system level to further improve services across our region.
- ✔ We will work with partners to establish our role as an Anchor Institution.





PROUD

to care

We had a fantastic response rate of 56% in our 2020 survey and you've told us we're doing significantly better than the average NHS Acute Trust in just over half of all questions

**Our staff have rated Barnsley Hospital as better than most NHS Acute Trusts for...**

- |                                   |                    |
|-----------------------------------|--------------------|
| Quality of Care                   | Morale             |
| Equality, Diversity and Inclusion | Team Working       |
| Health and Wellbeing              | Staff Engagement   |
| Safety Culture                    | Immediate Managers |
| Bullying and harassment           |                    |





## CQC Rating Good

In October 2017, the CQC inspected four of our core service areas – Medical (including older people’s care), Surgery, Services for Children and Young People and Urgent and Emergency Care services – and returned a month later as part of their new ‘Well-led’ inspection regime to assess our governance, processes and leadership at all levels. Changes to our rating are based on these areas of focus and therefore the remaining areas remain unchanged since our previous inspection in 2015.

### Ratings for Barnsley Hospital

There are five indicators that that CQC look at and rate each of our services on. Our ratings for these indicators overall, and for individual services are:

	Safe	Effective	Caring	Responsive	Well-led	Overall
Urgent and emergency services	Requires improvement ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↑ Mar 2018	Good ↑ Mar 2018
Medical care (including older people's care)	Good ↑ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Requires improvement ↓ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018
Surgery	Good ↑ Mar 2018	Good ↑ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↑ Mar 2018	Good ↑ Mar 2018
Critical care	Good Jan 2016	Good Jan 2016	Good Jan 2016	Good Jan 2016	Good Jan 2016	Good Jan 2016
Services for children and young people	Requires improvement ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Requires improvement ↔ Mar 2018	Requires improvement ↔ Mar 2018
End of life care	Good Jan 2016	Good Jan 2016	Outstanding Jan 2016	Good Jan 2016	Good Jan 2016	Good Jan 2016
Outpatients and Diagnostic Imaging	Good Jan 2016	N/A	Good Jan 2016	Requires improvement Jan 2016	Good Jan 2016	Good Jan 2016
Maternity and Gynaecology	Good Jan 2016	Good Jan	Good Jan 2016	Good Jan 2016	Good Jan 2016	Good Jan 2016
<b>Overall*</b>	Requires improvement ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↔ Mar 2018	Good ↑ Mar 2018	Good ↑ Mar 2018

\*Overall ratings for this hospital are from combining ratings for services. Our decisions on overall ratings take into account the relative size of services. We use our professional judgement to reach fair and balanced ratings.



PROUD

to  
care

## Completing your Application

Always complete your application form as if you were providing your personal details and employment history to a stranger for the first time. Please ensure you complete all sections that are relevant to you.

Ensure to read the job description and person specification for the position that you are applying for. It's important you can demonstrate in your application that your knowledge, skills, and experience meet the essential and where possible, desirable criteria in the person specification. It's also important you can provide evidence you can undertake the duties in the job description and provide examples.

### Qualifications

On your application, list your qualifications with the most recent first; where there are specific qualification requirements, it's important these are identified on your application form. All qualifications are verified by HR should you be successful.

### Employment History

Start with your most recent employer first, and include work experience or voluntary work which is relevant to the position. Where there are gaps in your employment history, please complete the relevant sections on the application and provide reasons for the gaps.

### Overseas Qualifications

If you have gained a qualification overseas and unsure about its equivalence please contact the HR Recruitment Team.

PROUD

to  
care

## References

Ensure you complete full details of your referees, this is a 3 year period to the date of your application, your first referee should always be your most recent employer, please also provide up to date contact details, in particular, email address as the HR Recruitment Team request the references via the NHS Jobs system. If you have been in full time education, provide details of your school or college tutor/lecturer.

Also make sure your referees are aware that you intend to submit your application and that you have provided their details. References are sought once a conditional offer of employment has been made.

## Criminal Convictions

Please read the following in conjunction with the 'Guidance on the recruitment of ex-offenders for applicants' which can be found on the NHS Jobs website when you apply.

We undertake not to discriminate unfairly against applicants on the basis of a criminal conviction. Unless an appointment is prohibited by law, a criminal conviction will not automatically debar you from appointment but is dependent upon the context and circumstances of the offence.

Information that you provide within your application may be discussed with you at interview, please note that any information will be treated confidentially and we guarantee that this information is only seen by those who need to see it as part of the recruitment process.

PROUD

to  
care

## Professional Registration

Some positions do require professional registration with a UK professional body, e.g. Nurses must be registered with the NMC. The person specification will indicate whether it is a requirement of the role, Please complete this section of the application form fully, providing your registration status. Registration will be checked and verified at interview stage.

Please pay attention to any instructions provided in the advert regarding your application, before submission, complete a spellcheck and proof read for accuracy.

## Right to work in the UK

Barnsley Hospital has a duty to ensure that all its employees are eligible to work within the UK; candidates are required to provide one of the following combinations:

- ✓ Two forms of photographic personal identification and one document confirming the current residing address.
- ✓ One form of photographic personal identification and two documents confirming current residing address

For further guidance please contact the HR Recruitment Team, contact details are at the bottom of this document.

## Supporting Information

This is your opportunity to provide clear examples of why you meet the person specification and for you to demonstrate that you are suitable to be shortlisted for the position.



PROUD

to  
care

## **Disability Confident Employer**

Barnsley Hospital is a “Disability Confident Employer” and is committed to interview all disabled applicants who meet the essential criteria for a job vacancy. If eligible, candidates are encouraged to apply via the Guaranteed Interview Scheme section on the application form.

Candidates are also encouraged to contact the HR Recruitment Team if they would like assistance with completing their application form; off-line applications are also available for those who are unable to apply on-line.

## **Monitoring Information**

In accordance with the Equality Act 2010 certain data is required to comply with legislative requirements. In addition, it is important to ensure the Trust’s workforce is diverse and represents the community it serves. Please note that this information will only be used for monitoring purposes and will be kept confidential by the HR Department in accordance with Data Protection legislation.

## **General Data Protection Regulations (GDPR) 2018**

The Data Protection Act requires us to provide you with certain information and to obtain your consent before processing sensitive data about you.

The information supplied within your application form and equal opportunities monitoring form will only be used for the purpose of determining your application for this position. Once a decision has been made concerning your appointment, the information will not be retained for longer than necessary.

All information will be kept securely and in confidence, and access to it will be restricted to the HR Department and other persons who need to see it as part of the selection process and who are authorised to do so.

PROUD

to  
care

## Equal Opportunities

Barnsley Hospital NHS Foundation Trust is committed to promoting equality of opportunity and fair treatment to all applicants regardless of race, nationality, ethnic origin, gender, marital status, mental or physical disability, religion or belief, sexual orientation, age or offending history.

The information that you provide on your equal opportunities monitoring form will not be used in any way in determining whether you should be invited to interview or made an offer of employment.

## Declaration

By signing the declaration within the application you are confirming that the information you have provided is to the best of your knowledge, accurate and correct. Submitting your application electronically will be taken as your signature.

Where it is found that a person has intentionally or recklessly provided inaccurate or misleading information or withheld information relevant to their position, then any offer of employment may be withdrawn or it may lead to the termination of employment and referral to the appropriate professional body.

If your circumstances change between signing the declaration and taking up the position with the trust, you are required to inform the Trust of these changes.

## Closing Dates

Please ensure you submit your application form before the closing date.

## Finding Barnsley Hospital

Use address **4 Pogmoor Rd, Barnsley S75 2ET** to get to our Helensburgh Close Car Park, circled green on the map.



## Communication

Any communication regarding your application including invite to interview will be sent to you via NHS Jobs so please ensure your email account is valid, there is also the facility for you to request text alerts regarding updates on your application status.

### Contact Details

If you have any queries or require any clarification, please do not hesitate to contact the HR Recruitment Team on **01226 432721**, or email **barnsley.recruitment@nhs.net**

Follow us on Facebook - [facebook.com/barnsleyhospitaljobs](https://facebook.com/barnsleyhospitaljobs)

**Good Luck in your job search!**

**HR Recruitment Team**