



# Welcome to Airedale

We're delighted you're thinking of joining us

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# Welcome to Airedale

Airedale NHS Foundation Trust is an award-winning NHS hospital and community services trust providing high quality, personalised, acute, elective, specialist and community care for a population of over 200,000 people from a widespread area covering 700 square miles within Yorkshire and Lancashire.



Situated in a stunning rural location, we are a stone's throw from thriving city centres with great transport links, offering the best of both worlds.

“

These are exciting times for Airedale.

We have the once-in-a-career opportunity to be involved in the planning and building of a completely new hospital here on our Steeton site by 2030. By joining us now you'll be a key part of our journey over the next few years, with the chance to input into a state-of-the-art, modern healthcare facility that will deliver care to our communities for decades to come.

We are also on the journey to a new electronic patient record, part of our wider ambition for our digital future – a future that builds on our significant telemedicine and digital care success.

Ultimately, what makes Airedale special is our people. Not just our staff, but our volunteers, patients, visitors and wider population who make up the Airedale family. This is a Trust that sits at the heart of our community, and our communities are very proud of their Trust.

I, too, am proud to be part of Airedale; I am proud to serve our communities, and I'm proud to be here at this extraordinary time when we have a real opportunity to shape our future. I hope you want to be part of that future and I am looking forward to meeting you.

Foluke Ajayi  
Chief Executive Officer





# Why work for us?

We are ambitious and want an energetic, thriving workforce, where creativity, innovation and development allow us to keep moving forward.

“ The first thing we would like you to know is how important our people are to us. Great care for our patients and service users starts with our people and that is a corner stone of our approach.

We pride ourselves on being a great place to work. We are in a fantastic location in Yorkshire, and we are much more than that, **we are a breath of fresh Aire in more ways than one.** Every voice counts and that's why we champion inclusivity through our staff networks.

We want our people to thrive, when you are at your best, we know you'll give your best and that's why we provide a great health and wellbeing programme tailored to what our people have said is important to them.

We want our people to flourish too, we offer great support, training, coaching, and mentoring throughout your career. As well as opportunities to develop services through quality improvement, making a real difference for our patients and colleagues.

We understand everyone is different and one size doesn't fit all, there is something for everyone here at Airedale. So what are you waiting for, take a look around and see for yourself and if you are thinking of joining us and then take the leap, we look forward to giving you a warm Airedale welcome.



[Watch Jo's video on the website.](#)

# Our values

Our 3,200 staff and 350 volunteers are committed to our values and behaviours. Our values are about compassion, improving lives, a commitment to quality of care and working together for patients. We want to make these part of our DNA.

We understand that it's the hard work, effort and dedication of our staff that makes a difference for our patients. Our people really do make our Airedale experience – we take pride in fostering a friendly, effective and caring work environment.

## Our promise of inclusivity

We value the equality and diversity of everyone at Airedale NHS Foundation Trust, and have staff networks to support this. These networks offer a forum where people can come together, share ideas, support each other, and raise awareness of challenges being faced.



We are committed to valuing diversity and advancing inclusion across our workforce with an ambition to recruit and develop teams which fully reflect our diverse communities.

We are looking for inclusive leaders and colleagues with lived experience and understanding of the wider inclusion agenda.





# What do our staff say?

In our staff survey results 2022, we scored above average in seven out of nine staff engagement themes:



Airedale NHS Foundation Trust is the **number 1 trust in West Yorkshire** for colleagues recommending us as a place of work.

## We work flexibly

“ We do not have to sacrifice our family, our friends or our interests for work. We have predictable and flexible working patterns – and, if we do need to take time off, we are supported to do so.

# Meet our Trust board members

Below is an introduction to all of our board members. You can read full profiles on our website: [www.airedale-trust.nhs.uk/about-us/our-board-and-leadership](http://www.airedale-trust.nhs.uk/about-us/our-board-and-leadership)



**Foluke Ajayi**  
Chief Executive Officer



**David Crampsey**  
Medical Director



**Mike Savage**  
Director of Finance



**Leanne Cooper**  
Chief Operating Officer



**Joanne Harrison**  
Director of People and  
Organisational Development



**Amanda Stanford**  
Chief Nurse, Executive Director  
for Midwifery and Allied Health  
Professionals



**Stuart Shaw**  
Director of Strategy, Planning  
and Partnerships



**Fiona Barr**  
Director of Corporate Affairs



**Paul Rice**  
Chief Digital and Information  
Officer



# Our vision and strategy

## Thriving people, healthy communities

### Our aims:

- To be patient centred
- Supporting our people to thrive and flourish
- With services that are progressive
- Working in partnership with others
- Meeting our populations' needs

### Our strategy:

Building on our pride of being a rural District General Hospital that is part of the established local health and care system, we want to progress being at the forefront of service delivery, developing, innovating and transforming the services we provide to our community in pursuit of high quality patient centred care.

Overall we want our people to thrive in providing great services and care, ultimately leading to healthy communities. By approaching our work in this way, this is how we shall ensure we provide the best service possible for our population.





# About us

Airedale General Hospital is a District General Hospital built on a green-field site and opened in 1970. The hospital has been substantially upgraded over the years, including a new £6.5m Emergency Department opened in December of 2014, a £7m acute assessment unit in 2018 and, most recently, our barn theatres extension and £16m ICU 30 bed ward unit, opened in 2022.

Our main hospital site is Airedale Hospital and our other locations across the community include Castleberg Hospital near Settle, Coronation Hospital in Ilkley and Skipton Hospital.

As well as being an individual provider organisation, we are also part of the place-based Bradford District and Craven Health and Care Partnership and West Yorkshire Integrated Care Board, providing a collaborative approach to managing health and social care collectively by a number of different organisations.



Supporting integrated health, care and wellbeing, our community partnerships allow local people to be involved in identifying what is important to our population's needs. Locally, our work supports and complements our place based strategy 'Happy, healthy, at home' focused on better outcomes for patients, better services that meet the needs of people, and better use of resources available to us.

Our award winning hospital is also in an award winning location, providing genuine opportunities for a great work-life balance. Yorkshire has recently been voted as the third best region in the world by Lonely Planet, and our local town of Skipton has been voted the best place to live in the UK by the Sunday Times, commending its top class schools, great transport links, low crime and beautiful surrounding countryside.

Airedale NHS Foundation Trust leads in collaboration with community services, telemedicine and digital health and has consistently been named as one of the top 40 trusts in the UK by CHKS. Our Critical Care Unit is rated as Good by the CQC.



# Location

We provide care for local people who live in an area extending from the borders of East Lancashire to the fringes of North Bradford, and across part of the Yorkshire Dales National Park. The centres of population are the towns of Keighley, Ilkley and Bingley in West Yorkshire, Skipton, Settle and Grassington in North Yorkshire; and Barnoldswick, Earby and Colne in East Lancashire. It is situated in some of the finest scenery in England extending from the Pennines in the south to the upland hills and valleys of the Yorkshire Dales National Park in the north.

Airedale Hospital is situated in the countryside between Skipton and Keighley. It is on good rail and road links to major cities and the Lake District. The main road links are with the M1 at Leeds (25 miles), the M62 at Bradford (15 miles) and the M6 at Preston (25 miles). In addition to Bradford and Leeds there are good shopping centres and cultural facilities at Ilkley (7 miles), Skipton (5 miles) and Harrogate (20 miles).

Locations within ten miles of the hospital offer a wide choice of residential opportunities in pleasant surrounding towns at Bingley, Haworth, Ilkley and Skipton as well as many small country villages. There are many excellent state education facilities nearby, including grammar schools in Skipton and Halifax as well as independent schools at Giggleswick, Bradford, Ilkley and Leeds.

Our local town of Skipton has been voted the best place to live in the UK





# Achievements



We have successfully bid for New Hospitals Programme funding. This will see the hospital rebuilt using sustainable technologies to deliver a hospital that is fit for the future and that will improve patient outcomes and experiences.



The Trust has recently gained Anaesthesia Clinical Services Accreditation (ACSA) accreditation conferred by the Royal College of Anaesthetists who cited a specific commendation regarding our SAS career development pathways.



Leaders in digital health with our MyCare24 service and services in care homes, with our Gold Line for end of life care and specialist services such as stammering.



Our mobile cancer care units provide care and treatment in the community bringing care closer to home for our patients.



We have applied to be part of the 2030 Building Better Hospitals programme with an ambition to be the first carbon-neutral hospital in Europe.



A multiple-time winner of the CHKS Top Hospitals award.



In 2022 we were accredited as a Disability Confident Employer, in recognition of our commitment to making employment opportunities whilst embracing disability.



In 2022 AGH Solutions won Project of the Year for their pioneering and sustainable new modular build which included our new intensive care unit (ICU) and additional ward on our site at Airedale Hospital.



In 2022 Airedale NHS Foundation Trust successfully completed its three-year re-accreditation, following a formal review by the Veterans Covenant Healthcare Alliance (VCHA).

[Read our latest CQC report on the CQC website:](#)



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