

ALDER HEY CHILDREN'S NHS FOUNDATION TRUST

Our purpose and vision

We are here for children and young people, to improve their health and wellbeing by providing the highest quality, innovative care.

Our vision is to build a healthier future for children and young people, as one of the recognised world leaders in healthcare and research for children.

Our Values

The Alder Hey Values are the guiding principles of the way we work at Alder Hey. It's not just what we do, but how we do it that matters enormously to our patients, families, and each other.

Created in 2012 following extensive engagement with staff and governors, we identified five core values, underpinned by specific behavioural standards. All Alder Hey staff are encouraged to embody them as part of their everyday working lives.



We pride ourselves on the quality of our care, going the extra mile to make Alder hey a safe and special place for children and their families.



We are committed to continually improving for the benefit of our patients.



We are open and honest and engage everyone we meet with a smile.



We show that we value every individual for who they are and their contribution.



We work across the Alder Hey community in teams that are built on friendship, dedication, care and reassurance.

Alder Hey Children's NHS Foundation Trust

In addition to the hospital site located in the West Derby area of Liverpool, Alder Hey has a presence in community outreach sites and, in collaboration with other providers, our clinicians help deliver care closer to patients' homes by holding local clinics at locations from Cumbria to Shropshire, in Wales and the Isle of Man. The Trust also provides inpatient care for children with complex mental health needs at our Alder Park building in the nearby borough of Sefton.

We currently have more than 3,200 staff working across our community and hospital sites. We're also a teaching and training hospital providing education and training to around 540 medical and over 500 nursing and allied health professional students each year.

Alder Hey offers a number of specialist services. We are one of the two accredited major trauma units for children in the North West and are also nationally commissioned as one of four epilepsy surgical centres, a service we provide in partnership with Manchester Children's Hospital. As the regional cardiac surgical centre, we continue to work with the cardiac network across the region in order to provide seamless pathways of care for children with congenital heart problems.

Alder Hey is a top performing trust and remains registered with the Care Quality Commission (CQC) without conditions. Our ratings from the health sector regulator, NHS Improvement (formerly Monitor), have been generally among the highest available ('green' for governance and 4 or 5 for financial performance) since authorisation as a foundation trust in 2008 and we have consistently achieved the majority of the government's access and quality targets, including those for infection rates.

Our services are managed through a Clinical Division model, with each Division led by a senior clinician, a senior manager and a senior nurse. Together with service leads and managers, they are responsible and accountable for the overall clinical, workforce and financial performance of their area.

Research intensive organisations are associated with better health outcomes, and Alder Hey has a thriving research portfolio in partnership with NHS, academic and commercial partners. Since the inception of the National Institute for Health Research (NIHR) Clinical Research Network, the Trust has enrolled 30,000 children and young people into research studies, more than any children's healthcare provider in the UK. The NIHR Alder Hey Clinical Research Facility for Experimental Medicine is now helping us to translate scientific discoveries into clinical studies that will ultimately support new treatment options for babies, children and young people. The Trust remains a significant leader and contributor to applied clinical research studies improving the health and wellbeing of children and their families.

We have an active Council of Governors representing patients, parents, carers, staff, the general public and partner organisations. We have also established a Children and Young Peoples' Forum that meets regularly with Trust staff and has input to a range of hospital activities and plans, as well as playing a key role in the recruitment of key Board level posts.

Alder Hey Children's NHS Foundation Trust is committed to supporting all staff to balance work and other life needs. This is the responsibility of all employees and will be achieved by consultation, open communication and involvement of all team members. The Trust operates a Flexible Working Policy that is available to all staff.

Alder Hey Children's NHS Foundation Trust is committed to achieving equal opportunities in employment. All employees are expected to observe this policy in their behaviour to the public and fellow employees.

All individuals will have some risk management responsibilities with which you are required to comply, for details of your responsibilities please refer to the current Risk Management Strategy which is available on the intranet and in the local strategies folder.

It is the responsibility of all staff to recognize their role in maintaining a safe environment for patients, visitors and staff; to minimize the risk of healthcare associated infection. Employees are responsible for ensuring that they are fully aware of the Trust's infection prevention and control policies, the post holder will undertake infection control training as required by the position.

The Trust is committed to developing an environment that embraces diversity and promotes a quality of opportunity. The post holder must comply with all relevant policies, procedures and training on infection prevention and control.