



Ashford and St Peter's
Hospitals' Maternity



Ashford and St. Peter's Hospitals
NHS Foundation Trust

Maternity Recruitment at ASPH



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Welcome

Welcome to Maternity. We are delighted that you are interested in joining our team. We are proud of the talented multidisciplinary team who collectively work to care for and support women, birthing people, babies, and families.

There are many opportunities to broaden and enhance your existing skills and experience. We have a range of birthplace choices including home birth, our alongside Abbey Birth Centre, and our acute labour ward setting that links with our neonatal tertiary service. This means that we are able care for the most complex of births and support people who choose midwifery led care only.

Ashford and St Peter's Hospitals is a great place to work, and we value and respect our staff commitment to provide the highest quality of care to the diverse population that we serve. Our current transformation is really exciting, and we are making improvements in all areas of the service. We want staff with ambition and aspiration to ensure our maternity service becomes the place of choice. So why not join us and let our future be yours.

Toby Cooper
Director Of Midwifery

About Ashford and St Peter's

Established in 1998 from the merger of Ashford and St Peter's Hospitals, the Trust has been on a long journey of development and improvement to its current position as the largest provider of acute hospital services to Surrey residents. It became a Foundation Trust in December 2010.

Ashford and St Peter's Hospitals NHS Foundation Trust (ASPH) serves a population of more than 410,000 people living in the boroughs of Runnymede, Spelthorne, Woking and parts of Elmbridge, Hounslow, Surrey Heath and beyond. The Trust employs around 4,600 individual members of staff. Our turnover was £429 million in 2022/23.

The Trust provides a whole range of services across its hospital sites. The majority of planned care, like day case and orthopaedic surgery and rehabilitation services, is provided at Ashford Hospital, with more complex medical and surgical care and emergency services at St Peter's Hospital.

Ashford Hospital is located in Ashford, Surrey. The main centres of population served by the hospital are Ashford, Staines, Sunbury, Shepperton, Feltham, Hanworth, Bedfont, Hampton, Teddington, Wraysbury and Heathrow Airport.

Services provided on this site include a wide range of medical and mainly day surgical services, outpatient services, ophthalmology, a dedicated stroke rehabilitation unit and the Ashford Health Centre and Rapid Access Centre.

St Peter's Hospital is located in Chertsey, Surrey. The main centres of population served by the hospital are Woking, Weybridge, Chertsey, Staines and Walton on Thames. Patients with more complex medical and surgical care, maternity and emergency services are treated at St Peter's Hospital.

Our vision, mission, aims and strategic objectives

To provide an outstanding experience and best outcomes for patients and the team and is supported by our values.

By achieving our aims, we want every patient to be able to be able to say:

'I was treated with compassion'

'I was involved in a plan for my care which was understood and followed'

'I was treated in a safe way, without delay'

'And every member of our team to feel able to give their best and feel valued for doing so'

Our strategic objectives



Our values

- Patient first
- Personal responsibility
- Passion for excellence
- Pride in our team

About our maternity service

Our maternity service at Ashford and St Peter's supports over 3,000 births a year whilst caring for a very diverse population.

ASPH has a higher-than-average number of pregnant people with Diabetes, a wide-ranging ethnicity with 19% of the birthing population not having English as their first language, the largest female detainment prison in Europe, and Surrey also has the fourth largest Gypsy Roma and Traveller (GRT) population of any UK county. The index of multiple deprivation indicates that 18% of the ASPH pregnant population sit within the top quarter for poverty.

Our highly skilled obstetric team, work in partnership with midwives, neonatologists, and anaesthetists to ensure that women and birthing people with complex needs are fully supported throughout their maternity journey and we have a dedicated midwifery team supporting the complex care pathway aligned with our maternal medicine team.

We also care for women who are best suited for or choose a midwifery led pathway and offer home birth and birth in the Abbey Birth Centre.

Our community midwifery teams provide antenatal and postnatal care from community hubs situated across our geographical patch; they also provide labour care in our birth centre. They support the provision of face-to-face antenatal education including sessions on

active birth, biomechanics and infant feeding, interventions, and postnatal expectations. Evening sessions are held to discuss the home as a birthplace for those wishing to explore this option. These sessions provide the opportunity to hear homebirth stories and meet some of the community midwives who support homebirths.

Within Abbey Wing at St Peter's Hospital, we provide the following services:

Joan Booker Ward

Joan Booker Ward is a 34 bedded combined antenatal and postnatal ward. There is also a five bedded transitional care bay. A team of midwives, nursery nurses, maternity support workers and doctors are allocated to the ward to provide seamless, patient-centred care.

Labour Ward

Labour Ward has ten labour rooms: encompassing one pool room and three 'home-from-home' rooms. One of the 'home from home' rooms is a dedicated birthing room for families experiencing pregnancy loss; in which bespoke, sensitive care is offered to families, off set from the main ward. We have a four bedded Observation Bay, where mothers receive recovery care post-caesarean section or close observation. The ward also has two theatres and maternity triage is located on the same level.

Abbey Birth Centre

The home-like environment in the birth centre has four birthing rooms, three of which have pools, and are designed to feel welcoming and calming. We have a dedicated team of staff working in the centre who are passionate about optimising physiological births. They receive additional training in complimentary therapies including aromatherapy, acupuncture, hypnobirthing, massage and moxibustion to help facilitate positive birth experiences and improve outcomes for women, birthing people, and babies. Our midwives run support clinics for individuals wishing to birth in the birth centre at 36 weeks, along with our open evenings, to discuss birth preferences and familiarise themselves with the facilities.

Early Pregnancy Unit

The Early Pregnancy Unit is an emergency referral service which provides care for women experiencing early pregnancy complications prior to their 12-week dating scan, on a same day or next working day basis. The service works as an extension to the Emergency Department services for women who are referred by a healthcare professional.

Level 3 Neonatal Intensive Care Unit

Our Neonatal Intensive Care Unit (NICU) cares for some of the smallest and sickest babies in the Kent, Surrey, and Sussex Network area and wider. It is the only Level 3 unit in Surrey and provides care for babies born as early as 22 weeks. The unit comprises four nurseries, with eight intensive care cots, eight high dependency cots, 12 special care cots and eight transitional care cots.





Additional services

Birth Reflections Service

Birth Reflections offers women, birthing people and partners the opportunity to reflect on their birth experience and have answered any questions they may have. This service is open to anyone who has birthed at ASPH.

Bereavement and Counselling service

Our specialist team of Bereavement midwives offer additional support for those who experience a trauma, anxiety, or loss. Our dedicated team offer immediate follow up and consistent support led by the needs of the parent. There is also an offer of 3 initial counselling sessions with a further appropriate referral to community support as required.

Perinatal Mental Health

Within the Trust we have a Perinatal Mental Health Lead Midwife who provides additional support to our birthing population during their pregnancy journey and up to 28 days post-birth. Individuals can be referred from their booking appointment or at any time during their care with us. The Perinatal Mental Health Midwife works in close collaboration with the Surrey and Borders Partnership Perinatal Service. Their service can provide additional support in preconception, pregnancy and postnatally up to 1 year post birth. This ensures effective multidisciplinary team working to provide comprehensive safe care to birthing people in need of this support.

Maternity improvements following our CQC inspection

Since our unannounced CQC inspection in January 2023 we have made a significant number of changes to improve our Maternity services for our patients and staff.

Area	We have done	Area	We have done
 Triage	<ul style="list-style-type: none"> Changed the staffing template in triage to 2 midwives per shift with a maternity support worker and funded a team leader post. Reviewed admin template to provide 24/7 Labour ward desk cover. Implemented an activity board in triage to highlight arrival time, time seen and if breeches. Refurbished triage area to make it more functional and accessible. Reviewed our digital platform to align with BSOTs. Ensured we had an assessment room to facilitate the BSOTs pathway. 	 Students	<ul style="list-style-type: none"> Reviewed the number of students we can provide a quality education program following the NETS survey. Took the difficult decision to reduce student intake by 5 midwives in each cohort (15 in total over 3 years). Implemented: Student forums, raising concerns inbox, Band 7 buddies, and generic Agency midwife Emora account to sign off skills. Funded Learning Environment Lead role and Clinical practice facilitator.
 Estates and Facilities	<ul style="list-style-type: none"> Refurbishment Joan Booker Ward Murals installed on labour ward to create a calming birth environment. Community office build, collocated with our Abbey Birth Center. 	 Newly qualified midwives	<ul style="list-style-type: none"> Implemented preceptorship framework standards. Funded Learning Environment Lead role and Clinical practice facilitator. Offer holder day implemented.
 Workforce	<ul style="list-style-type: none"> Employed a Workforce and Development Lead Midwife. Reviewed our maternity establishment using the Birth Rate Plus workforce tool. Second Review underway for more investment into maternity services. Reviewed the salary of our Newly qualified midwives - now offering top band 5 on commencement of employment. Upskilled Obstetric nurses. Automatic job offers for ASPH student midwives. Implemented an international recruitment programme. Invested - to pay our MSWs top band 3 on completion of care certificate and core competencies. Funded the midwifery degree apprentice programme. Approved 56 flexible working agreements. 	 Wellbeing	<ul style="list-style-type: none"> Funded places for staff to take part in outdoor wellbeing sessions. Funded a 'Sinking to Soaring' Workshop (in work time or paid bank) - Foundations to Better Emotional Health for Midwives and Maternity Services™
		 Education and training	<ul style="list-style-type: none"> Funded psychological safety training and human factor training. Funded Peri Health Suturing course for 60 midwives. Purchased £25,000 of simulation equipment funded by NHS England. Reviewed our training programme with psychological safety and civility in mind, whilst meeting the core competency framework version 2. Implemented the MSW Framework upskilling our workforce. Introduced 'This Midwife Can' workshops. Introduced Career Cafes. Implemented agency workshops – created opportunities for agency midwives to attend our maternity specific training.

Education, Training and Development Opportunities

Working here at Ashford and St Peter's, you will be supported by our friendly team of professionals dedicated to our education programme. Our Clinical Practice Education team are central in ensuring we offer outstanding maternity care. The team will work with you to ensure that your development pathway is unique and individualised. They will support you on your career pathway, driving your learning experience through a variety of opportunities, building upon your existing skills.

This could be:

- **Basic IT skills** – upskilling on our digital platforms.
- **Clinical skills development** - 'This midwife can workshops'
- **Leadership development** – the Mary Seacole programme
- **Exposure to specialist roles** – 'In your shoes' Workshop
- **Coaching and mentoring opportunities.**

We also run a programme supporting and funding post graduate courses.

We are extremely proud of our philosophy of 'growing our own' and have a variety of apprenticeships across the Women's Health and Paediatric division.

We believe in and invest in succession planning and supporting our staff with their career and academic aspirations and link this to your annual appraisal.

Preceptorship

Transitioning from a student to a registrant can be an exciting but daunting time. We want to ensure that you have the best possible start to your career, and we will provide you with a support package that aligns with the National preceptorship framework for midwifery (2023).

Our preceptorship programme is individualised, tailored to the needs of each preceptee and can be achieved between 9-18 months. A robust orientation programme allows you to familiarise yourself with our service, particularly our policies, protocols and digital platforms. We also ensure you have protected supernumerary time as an introduction to all clinical care settings. The preceptorship programme will allow you to gain experience working in different areas of midwifery, including labour ward, postnatal, community, and birth centre rotations.

You will have protected time to meet regularly with our Preceptorship Lead to reflect on your practice, receive constructive feedback, and follow up support to achieve your goals.

This programme will strengthen and enhance your academic and midwifery practice to date and will help determine where you want to progress your future within the service. We also encourage our maternity staff to participate in multidisciplinary learning and engage with opportunities for continuous professional development.



Wellbeing and Staff Benefits

A well workforce is one which is made up of happy and healthy individuals. The Health and Wellbeing team provide support, advice and information for all staff based upon the six stands of our wellbeing wheel: physical, emotional, financial, environmental, social and cultural.

Physical

As part of our staff wellbeing package, we have a free onsite gym which is open 24/7 for all staff, located at St Peter's Hospital in the Wellbeing Hub on Floor 1. To use the gym facilities, you will need to have a gym induction, which you can book by emailing asp-tr.healthandwellbeingteam@nhs.net

The gym is located in the Wellbeing Hub on Level 1 of the Outpatients building at St Peter's Hospital. It has a range of equipment available at the gym, including treadmills, rowing machines, bikes, cross-trainers, dumbbells, kettlebells and boxing bags.

We also offer free in-house physiotherapy for staff to support them with any aches, pains or ailments they may be suffering with.

NHS staff can also access:

- Digital Weight Management Programme
- Headspace
- One you Surrey Stop Smoking Service
- In house Physiotherapy
- Cycle to Work Scheme

Emotional

Our emotional wellbeing offer comprises:

- **On Site Pastoral Wellbeing Support** – Pastoral and Staff Wellbeing Lead offers a series one to one or group sessions for staff to support their mental health.
- **Psychological Incident Debrief Services** – A service that supports staff following any traumatic event that has happened during a shift. Sessions are timed to last one hour and are confidential. They can be facilitated via MS Teams or in person, or a mixture of both by a trained facilitator.
- **Wellbeing Wagon** – the Health and Wellbeing team make their way around the wards and departments, sharing wellbeing information and goodies for staff to support them through their shift.



There is also a range of external services providing emotional support, including:

- **Employee Assistance Programme** - Support for Mental Health and Wellbeing by providing impartial, confidential advice from qualified counsellors.
- **Here for you Hubs** - Surrey Heartlands - A free self-referral service provided by Surrey and Borders for all Surrey Heartlands staff, offering a range of services from one-to-one support to online resources.
- **Our NHS People** - Helps you manage your own health and wellbeing by looking after others.
- **Safe Havens** - Provides out of hours help and support to people and their carers who are experiencing a mental health crisis or emotional distress.

Environmental

- **Outdoor spaces** - in recent years we have invested in our outdoor areas across our sites as we know environment makes a great difference to wellbeing. This included creating a dedicated staff garden at the St Peter's hospital site, as well as investing in new outdoor seating for the main entrances of St Peter's, Ashford and the Abbey Wing.
- **Walking routes** – we are fortunate that our hospitals are located in green areas in Surrey, which means that there are ample

walking routes that colleagues can explore during their breaks and for walking meetings.

Financial

- **Vivup Benefits Platform** - provides staff with real life discounts to help with the cost of living, including money off at supermarkets and high street retailers.
- **Wagestream** - allows staff to track their earnings throughout the month and shares expert tips on making the most out of your money. The app also allows access a proportion of earned money each month for a flat rate, ahead of payday.
- **Discount schemes** - NHS Staff Discounts, Health Service Discounts and Blue Light Card.

Social

- **Rounders** - each year the health and wellbeing team arrange a Rounders tournament between April and July.
- **Pantomime** - we have successfully held two pantomimes run by staff, for staff and their families. We hope to hold more in the future!
- **A day in their shoes** - an opportunity to shadow someone in a different role for the day to gain insight into how different people, teams and departments work.



Wellbeing and Staff Benefits

Cultural

- **Multi-Faith Centres** - we have a Multi-Faith Centre at both Ashford and St Peter's hospitals, consisting of a multi-faith chapel, Islamic prayer room and a quiet room.
- **Equality and Diversity** - we have a dedicated Equality, Diversity and Inclusion team that offers free bitesize training and supports staff networks. Our networks include Disability and Wellbeing, LGBTQ+, Men's Health and Race, Ethnicity and Cultural Heritage.

Other staff benefits

Onsite Nursery

We have two onsite nurseries, one at Ashford Hospital and one at St Peter's Hospital, which operate 52 weeks of the year. The nurseries are open from 7am until 6pm. For more information, please visit ashfordstpeters.nhs.uk/childcare

Occupational Health

Our Occupational Health are able to carry out health assessments and provide advice on some issues. They also run an inhouse winter vaccination programme for staff and physio rehabilitation services.

Local Area

Ashford Hospital, on the A30 near Heathrow Airport and St. Peter's Hospital in Chertsey, near the M3/M25 are the main hospital sites. Within easy reach of London, as well as the smaller towns of Weybridge, Woking, and Virginia Water, the local area has excellent independent and state schools. Leafy Surrey offers a rounded life outside of work, and as an ambitious Trust, Ashford and St Peter's offers opportunities for individuals to try new things and to gain exposure, and a supportive and welcoming team in which to do this.

Central London is easily accessible with regular trains from Ashford and Woking to Waterloo. Underground trains run from Hatton Cross Underground station and staff can utilise the 446 service for free to travel between Woking, St Peter's, Ashford, Hatton Cross and more. The motorway network, M25, M3 and M25 are also close by. Heathrow airport is 20 minutes by car and Gatwick Airport is 30 to 40 minutes by car.

In the immediate locality there are leisure centres at Staines-upon-Thames, Sunbury, Woking and Feltham. Windsor, Runnymede, Hampton Court, Wisley (RHS) Gardens, the Thames and other places of interest are within a 10 mile radius.



What our staff and patients say...

“The midwives and all the staff on the Labour and Joan Booker Ward were absolutely amazing and all work so hard. Very happy and grateful for them, thank you just doesn't feel enough.” - Patient Feedback

“My husband and I would like to write to feedback with high praise on the quality of care we received from staff during the birth of our daughter... The c section team were fantastic and put us at ease while clearly been completely on top of their jobs. I particularly found our anaesthetist very supportive during a stressful moment in the procedure.” - Patient Feedback



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“All the midwives and the students were very professional, caring and supported [my wife] fantastically throughout her four day stay. I can't remember names, but the midwife in the maternity ward prior to delivery was lovely and she came up to see us at the end of her shift to congratulate us on our baby and wish us well. The midwife who delivered our baby on the labour ward was wonderful too, and the swiftness that all the other midwives appeared at the end of the birth to assist showed great care and preparation.” - Patient Feedback

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“I have worked at St Peter's for three years. I started as a maternity support worker in the community at Ashford and now the Trust is supporting me in my apprenticeship as a student midwife. I love my job, I love the people I work with, and I feel like if I needed to speak to anyone, there is always someone I can go to who will support me. There are always people around me that I can approach at any point if I need to.” - Naomi Day, Apprentice Midwife

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“The midwife team are amazing, every midwife I've seen has been so friendly, caring and really explained every detail!” - Patient Feedback

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What our staff and patients say...



“...When I joined they were welcoming – I love the culture here. Everyone is supportive of your practice and works well as a team across the whole unit. I joined because I liked the look of the preceptorship programme, which is rotational and builds skills quicker, make you more diverse and helped me to become a well-rounded and confident midwife. I feel my skills have developed as a result and I am able to deliver really good holistic care. I love working with my colleague in the different areas.” - Livi Hodges-Long, Rotational Midwife

“...There are lots of opportunities for development and improvement. As a Trust and maternity department, we are dedicated to transforming the services we provide. ... We work alongside our Maternity Voices Partnership and prides ourselves in learning from feedback from those we care for to develop our service to make improvements and reduce poor outcomes...” - Emma Ware, Continuity Team Leader

“We have lots of different opportunities for postgraduate funding and we are happy to support our staff with applications, whether that is to support anything from a breastfeeding course to a master’s degree. ... We have some exciting funding from Health Education England to help develop skills and competencies. Our best asset is our people, and we would really like to welcome you to our team!”
- Becky Hyatt, Clinical Practice Educator

“I have been working in community for almost nine years now. I really enjoy my role as a community midwife, and I enjoy building relationships with women based around support and mutual trust and respect. I am very fortunate to provide good continuity to my women throughout their pregnancy until they have their babies. I enjoy spending time with students, and I feel I really help them on their journey to becoming a midwife, helping them to develop their clinical skills and confidence.”
- Sheena Sinclair-Brown, Community Midwife

“I am a Band 5 rotational midwife. I rotate through the unit every four weeks. It is a fantastic way to achieve my preceptorship as it means I am experiencing all aspects of maternity care from booking all the way through pregnancy to birth and then postnatally. The team at St Peter’s are really supportive! I decided to work here because they have a really inclusive and exciting team, moving towards more continuity. Having a Level 3 Neonatal Unit onsite means that we get a variety of gestations at delivery and complex pregnancies too. It is a really lovely team to work for.” - Krystyna Nowobilska-Dean, Preceptorship Midwife



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