



**North West Anglia**  
NHS Foundation Trust

# INFORMATION ABOUT THE TRUST



**Peterborough  
City Hospital**



**Hinchingbrooke  
Hospital**



**Stamford &  
Rutland Hospital**

## Our Trust

Our Trust runs three main acute hospital sites and provides outpatient and radiology services at two community hospital sites – serving a diverse community of 800,000 patients across both city and rural areas.



**Peterborough City Hospital** is a state-of-the-art, purpose-built facility which was completed and opened in 2010. It has 635 inpatient beds and patients are cared for on modern wards with either single, ensuite rooms or in 3 and 4-bedded areas, each with its own bathroom. The hospital has a Haematology/Oncology unit, including a recently-expanded radiotherapy suite, an Emergency Centre with a separate children's emergency department, a dedicated Women's and Children's Unit, a Cardiac Unit with a Respiratory Investigations facility and full diagnostic imaging facilities.



**Hinchingbrooke Hospital** is located at Hinchingbrooke Park in Huntingdon. It has 304 general and acute inpatient beds. The hospital also has an Emergency Department, a Maternity Centre and dedicated facilities for private patients. Its Special Care Baby Unit and children's services are currently provided by Cambridgeshire Community Services NHS Trust. Also on site is a Treatment Centre with 21 beds for day cases, along side 25 cabins in the procedure unit.



**Stamford and Rutland Hospital** is located in Stamford, Lincolnshire, and has a 22-bed inpatient ward which is primarily used for our older, medical patients. The hospital also provides a range of outpatient clinics from newly-redeveloped facilities that opened in 2017. In addition, it has a Minor Injuries Unit, a day-case surgery facility and an MRI scanning suite, a chemotherapy and lymphodema suite and is also the base for the Trust's Pain Management services.



The Trust also runs outpatient and radiology services at **Doddington Hospital**, near March in Cambridgeshire (left) and **The Princess of Wales Hospital** in Ely, Cambridgeshire (right). The two community hospital buildings are run by Cambridgeshire Community Services. NWAngliaFT employs 45 staff members in clinical and admin roles across the two sites.



## Our facts and figures (2022/2023)

In total, **1,410,868** patient care activities took place in our hospitals



an average of 3,865 per day

We handled **592,970** new and follow-up outpatient appointments



We undertook **50,228** day case procedures



Our Emergency Department teams saw **208,543** patients



We admitted **72,482** emergency patients



Our Diagnostic Imaging team scanned or X-rayed **433,674** patients



We carried out **5,164** planned operations



We delivered **41,778** therapy services appointments



We delivered **6,029** babies



We employ **7,353** members of staff



**2,132** nurses  
**270** midwives  
**973** doctors and consultants



**509** volunteers aged between 16 and 91 gave us **57,019** hours of their time




## **Our staff engagement**

### **Staff Surveys**

We are proud of our recent staff engagement scores as depicted in the NHS Staff Survey Benchmark report 2022. Overall, the Trust consistently scored above or in line with the national average across all ten themes, with a response rate of 44%.

Our staff survey results show the following:

- 88% of our staff said they feel trusted to do their job with fewer negative experiences around discrimination and equality. This reflects our focus upon creating positive work experience.
- 80% of the staff said that they attended annual appraisals and development reviews which helped them in better understanding their roles' objectives and improve their performance as a result.
- 62% of staff said they had opportunities to improve on knowledge and skills at work.
- 65% of staff said they are encouraged and supported by the line manager, while 67% said they that they feel supported and respected by the team members.

We undertake quarterly 'Have your say' staff surveys as a regular temperature check, and to hear the views of all our staff.

All grades are able to give their views as representatives on our Staff Council, which meets regularly. The Council also arranges social events for the Trust throughout the year.

### **Staff Briefings**

Our Chief Executive and executive directors host monthly face-to-face senior staff briefings. Additional face-to-face briefings are undertaken as required, as well as CQC briefings. Divisions also host local staff briefings.

### **Trust Intranet**

The Trust has developed a new single Intranet, which all staff can access from all sites providing access to latest news, updates, guidance, clinical and non-clinical publications, and corporate governance.

### **Staff Governor**

All staff can also put themselves forward for election as a Staff Governor of our Foundation Trust. We have seven Staff Governors who sit alongside our Public Governors on the Council of Governors. We have three Staff Governors representing the workforce at Peterborough City Hospital; three at Hinchingbrooke Hospital; and one at Stamford and our community hospitals.



Once employed by the Trust you will automatically be classed as a staff member of the North West Anglia NHS Foundation Trust – this means that you will be able to vote for a staff governor to represent you at the Trust’s Staff Council, and on the Trust’s Council of Governor.

### Staff Awards

Staff nominate colleagues in our monthly staff wards programme. Five of the eight categories are linked to our Trust values. In addition, members of public are asked to nominate their annual NHS heroes. This awards programme culminates in our Annual Outstanding Achievement Awards presentation. In addition, staff can use an internal “Good to Outstanding” thank you card to recognise staff in a timely and appropriate manner to acknowledge those who go above and beyond.

### Our Personal Responsibility Framework

Our personal Responsibility Framework reflects and supports our organisational values. It outlines the behaviours that demonstrate how we live these values; to each other, our patients, visitors, and colleagues across the wider healthcare community. It describes the positive behaviours we expect to see, but also the negative behaviours we do not expect to see.

It is just as important that we focus on ‘how’ we do things and not just ‘what’ we do. Depending on the responsibilities of your role you will be required to demonstrate additional leadership behaviours to create and support a positive culture.

#### Living Our Values – Our Personal Responsibility Framework (Expert/Department Lead/Strategic Leader)

We put patients first	We are caring and compassionate	We work positively together	We are actively respectful	We seek to improve and develop
<b>I lead others at a dept/service or organisational level through expert knowledge and role model behaviours that support our values</b>				
I ensure patients are central to every decision made at all levels, and support colleagues to see the wider meaning in what they do	As a senior staff member, I act as an exemplary role model behaving in manner that consistently values others	I support a culture where others expertise and experience are valued and trusted	I consistently display open, honest and transparent behaviour	I seek and share knowledge to advise the organisation on best practice, and promote the learning of new approaches and techniques
I help create a culture where concerns can be raised without fear of reprisals	I help create a working environment where people feel cared for and supported	I create a common purpose to unite my team and enable them to work seamlessly together to deliver it	I am approachable and address everyone with courtesy	I actively encourage and support a learning environment
I create a safe environment by allocating the right resources in the right places	I care for my own physical and mental wellbeing so that I create a positive atmosphere for my team and service users	I do not shy away from doing what I know is right “What I allow, I promote”	I champion diversity and seek to ensure all staff are fairly represented	I develop others through succession planning and talent management
I inspire others in tough times by helping them to focus on the value of their contribution	I take positive action for the physical and mental wellbeing of my colleagues	I stand up and support my staff and colleagues in difficult situations	I address long standing issues even if this may be controversial	I listen to patients, visitors and staff in order to understand the impact our decisions have on them
<b>Behaviours we don’t expect to see</b>				
I prioritise targets over patient care, or I “tick the box, but miss the point”	I fail to address poor behaviours, or when colleagues use degrading or abusive language	I focus solely on the depth of my area at the expense of the broader service	I fail to act as an exemplary role model for our behaviours by speaking and acting disrespectfully	I tolerate mediocrity
I behave in a way that does not reflect the principles and values of the NHS	I fail to ensure that compassion is central to the care we provide	I push my own agenda without regard to other views	I fail to value diversity	I talk about our vision but do not work to achieve it



## Training and Development

The Trust has dedicated Learning and Education Centres, including libraries at both Peterborough City Hospital and Hinchingsbrooke Hospital sites. The Learning Centres provide multiple educational events for both clinical and non-clinical staff, examples include:

Clinical Training	Non-clinical Training
ATLS	Quality, Service Improvement & Redesign
ALS	Resilience & Stress Management
GIC	Managing Change
NLS	Change & Me
EPLS	Mental Health First Aider Training
HMIMMS	Effective Manager
PILS and ILS	Growing Your Potential
MRCP PACES	Vision to Reality

## Our Conversations Matter

The Division recognises the needs and benefits of having a strong commitment to the education and continuing professional development (CPD) of its staff. Staff are supported with study leave and an individual study leave budget of £750 per annum per person for clinical staff. In addition, each department within the Division holds education sessions tailored to the specialty and shares learning via Divisional Governance Meetings, Clinical Business Unit Meetings. Staff also have the opportunity to attend Trust wide knowledge sharing events at the Cautionary Tales Forum. These are hosted by the Trust’s Medical Director and will focus on one or two key cases and are open to all staff.

## Find out more about us

Find out more on our website [www.nwanliaft.nhs.uk](http://www.nwanliaft.nhs.uk)

Twitter jobs: [@NWAFT\\_jobs](https://twitter.com/NWAFT_jobs)

Facebook jobs: [North West Anglia NHS Foundation Trust recruitment](#)

LinkedIn: [North West Anglia NHS Foundation Trust](#)





## Our hospitals

**Peterborough City Hospital**  
Edith Cavell Campus, Bretton  
Peterborough PE3 9GZ  
Tel: 01733 678000

**Hinchingbrooke Hospital**  
Hinchingbrooke Park  
Huntingdon PE29 6NT  
Tel: 01480 416416

**Stamford and Rutland Hospital**  
Ryhall Road, Stamford PE9 1UA  
Tel: 01780 764151

