



Recruitment Information Pack

CONSULTANT GYNAECOLOGIST with a Special Interest in Cancer Unit Lead/Diagnostics

May 2024

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Section A | Overview

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,213 beds and we manage over 2 million patient 'contacts' every year, 1.2 million outpatient attendances and approximately 6,160 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

Find out more about joining Newcastle Hospitals at <https://careers.nuth.nhs.uk> or search NUTH Careers.

Section B | About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary



Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

Pictured: Northern Centre for Cancer Care, Freeman Hospital



Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

Pictured: Institute of Transplantation, Freeman Hospital



It houses an impressive range of ultramodern facilities and technology including:

- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en-suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

International Centre for Life

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



Faculty of Medical Sciences, Newcastle University

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health

and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.

Day Treatment Centre

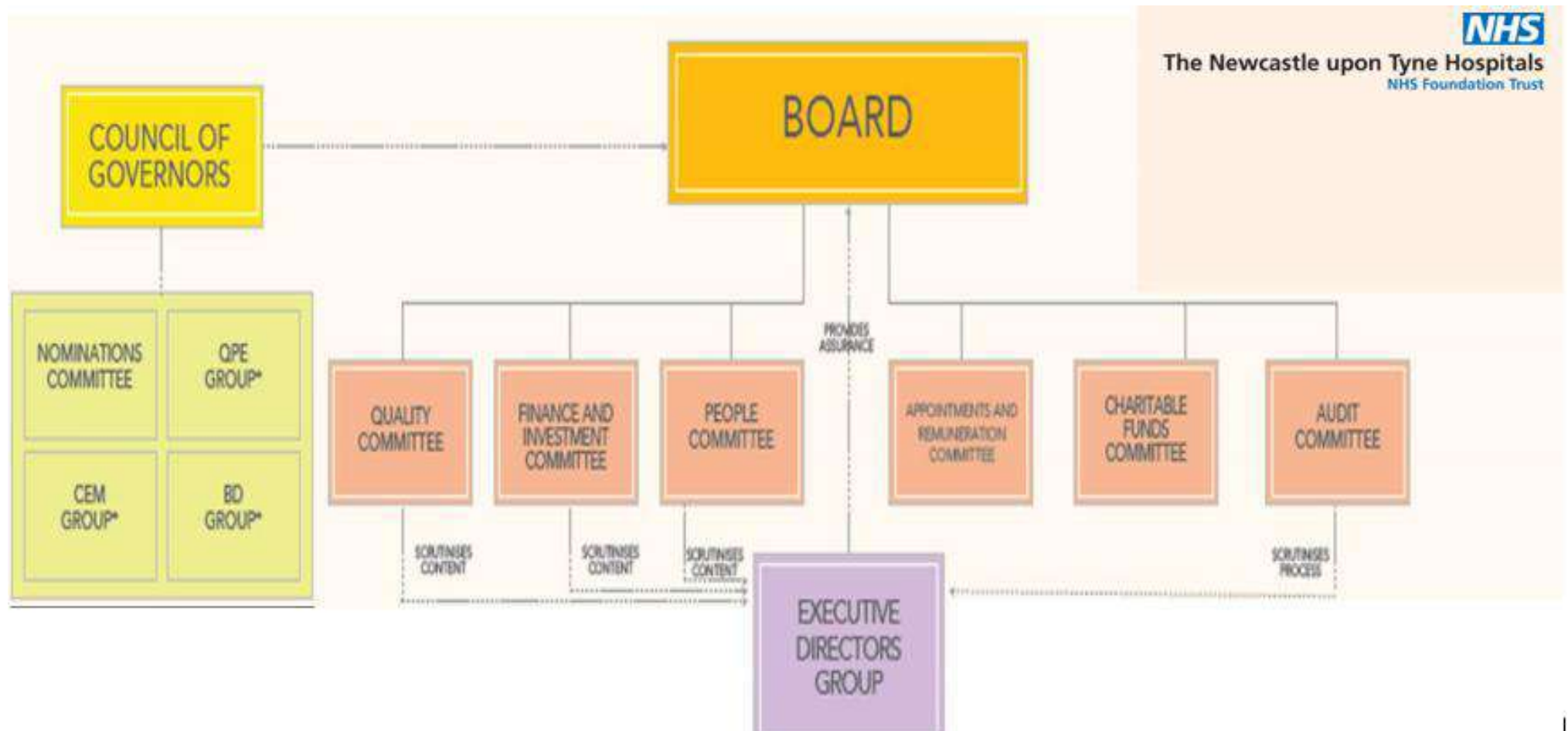
The £24 million facility contains four state-of-the-art theatres, plus an assessment and recovery area, and has been designed using the latest principles for safe and streamlined care.



As well as helping to tackle waiting list challenges caused by the Covid-19 pandemic, the centre also reduces the amount of time patients need to spend in hospital, allowing them to recuperate and rest in the comfort of their own home.

Operations provided include: cartilage and joint repairs for knees and hips, injections to manage pain, treatment for bladder and kidney problems, hernias and minor plastic surgery.

Trust Governance Framework



Clinical Boards

Newcastle Hospitals as an organisation seeks to continuously improve our services, we have moved to a strengthened clinically led structure of Clinical Boards, bringing together a range of clinical directorates and specialties and focussed on the needs of our patients and staff.

Each Clinical Board is led by a triumvirate leadership team including a Clinical Board Chair (CBC), a Director of Operations (DoP) and a Head of Nursing. Associate Directors of Operations report to Clinical Board Directors of Operations and are key senior roles that will support in driving delivery and transformation to enable the Trust to remain a recognised centre of clinical, teaching and research excellence.

Cancer and Haematology

Cancer

Cancer Flow & Performance

Clinical Haematology

Family Health

0-19 services

Children's Services

Women's Services

Cardiothoracic Services

Cardiothoracic Surgery

Cardiology/ Respiratory

Cardio Congenital

Medicine & Emergency Care

Medicine A

Emergency Department, Acute Medicine, Stroke Services, Clinical Pharmacology, Therapeutics, Toxicology

Medicine B

Diabetes & Endocrine, Infectious diseases, Respiratory, Gastroenterology, Older People's Medicine

Palliative Care

Medicine C

Liver Medicine, Immunology & Allergy

Dermatology

Renal Services -incl. National Renal Complement Therapeutics centres

Rheumatology

Clinical and Research Services

Outpatients

Patient Flow

Pharmacy

Therapy Services

Clinical Research

Integrated Lab Medicine & Genetics

Radiology

Northern Med Physics & Clinical Engin

Peri-Operative and Critical Care

Peri-Op/ Critical Care FH

Peri-Op/ Critical Care RVI



Clinical Boards cont.

Surgical & Associated Specialities (mainly Freeman)
Day Treatment Centre
Ear Nose and Throat
Institute of Transplantation
Surgical Services - FH Vascular, Hepatobiliary, liver transplant
Surgical Services - RVI breast, colorectal, upper GI, EGS, general surgery medical
Urology

Surgical & Specialist Services (mainly RVI)
Dental Services
Neurosciences
Ophthalmology
Plastics
Trauma & Orthopaedics



Our Vision, Values, Ambitions and Strategic Framework

Our vision

Achieving local excellence and global reach through compassionate and innovative health care, education and research.

Our values



We care and are kind

We care for our patients and their families, and we care for each other as colleagues



We have high standards

We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve



We are inclusive

Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices



We are innovative

We value research. We seek to learn and to create and apply new knowledge



We are proud

We take huge pride in working here and we all contribute to our ongoing success

Our ambitions

In our organisation - To be an outstanding organisation now and in the future, providing strong foundations to support our regional, national and global reach

In Newcastle - To be a full civic partner, contributing to the health, wealth and wellbeing of the city, and delivering integrated services

In the region - To be an anchor organisation in the North East and Cumbria as a clinical systems leader and a regional provider of services, creating and supporting a sustainable system

Nationally - To be a beacon organisation in the UK, leading and influencing service delivery and policy

Globally - To realise our capability internationally using our outstanding foundations, enhancing our global reach

Our strategic framework



Putting patients at the heart of everything we do. Providing care of the highest standard focussing on safety and quality



Supported by Flourish, our cornerstone programme, we will ensure that each member of staff is able to liberate their potential



We will be an effective partner, developing and delivering integrated care and playing our part in local, regional, national and international programmes



Ensuring that we are at the forefront of health innovation and research



Being outstanding, now and in the future



Healthcare at its best with people at our heart



Section C | About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

http://www.bbc.co.uk/news/england/tyne_and_wear/

<http://www.itv.com/tynetees/>



Section D | Advert

ROYAL VICTORIA INFIRMARY
CLINICAL BOARD – FAMILY HEALTH
CONSULTANT GYNAECOLOGIST with a Special Interest in Cancer Unit Lead/Diagnostics
REF. 317-CON-24-115

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team.

The post is aimed at a highly flexible candidate who is able to offer excellent care in diagnostic cancer services and complex operating. The interested candidate will understand national NHS targets and offer efficient cancer care through a multidisciplinary approach and liaising with the regional oncology MDT. The expansion will attract an individual who is patient centred and keen to work with the team to flexibly cover theatres, 2 week wait cancer clinics to enable best use of resource and deliver a 52 week service.

In addition to the challenges of the role, we can offer you a commitment to teaching, education, research and audit. Candidates for the post must be registered medical practitioners and on, or eligible to join, the Specialist Register within six months of the date of the Appointments Committee.

Newcastle Hospitals NHS Foundation Trust is one of the busiest, largest and most successful teaching NHS foundation trusts in the country, with around 16,000 staff and an annual income of £1 billion. We have a long history of providing high quality care, clinical excellence, and innovation in medical research regionally, nationally and internationally.

We're also proud to be the second largest provider of specialised services in the country. This means we support people with a range of rare and complex medical, surgical and neurological conditions, cancers and genetic orders.

Our staff oversee around 1.84 million patients 'contacts' each year, delivering high standards of healthcare.

We are committed to promoting equality and diversity and recognise the benefit in providing an inclusive environment. We value and respect the diversity of our employees and aim to recruit a workforce which reflects the communities we serve, and is equipped to deliver the best service to our patients. We welcome all applications irrespective of people's race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity and in particular those from under-represented groups.

Newcastle Hospitals are proud to be one of the exemplar organisations across the NHS on sustainability, with a long history of delivering Sustainable Healthcare in Newcastle (Shine) and the first healthcare organisation in the world to declare a climate emergency. Our strategy includes commitments to being Net Zero by 2030, for our direct carbon footprint, and Net Zero by 2040 for our footprint plus. Delivering these ambitions will not be possible without the help, support and action of every single member of our team.

For an informal discussion and further information regarding the opportunity and Directorate, please contact:
Dr Michelle Russell (Clinical Director) michelle.russell5@nhs.net or **Dr Rachel O'Donnell (Gynae-oncologist)** on **0191 2825031**, or via email at rachel.odonnell1@nhs.net

NO AGENCIES PLEASE

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions.

Please note it is a requirement of The Newcastle upon Tyne Hospitals NHS Foundation Trust that all successful candidates who require a DBS for the post they have been offered pay for their DBS certificate. The method of payment is a salary deduction from your first month's pay.

Newcastle Hospitals encourages all staff and volunteers who are appointed to join the Trust to be fully vaccinated against COVID-19.

You will be redirected to Trac to apply for the vacancy. Please complete the application form in full, ensuring that you provide references to cover the last 3 years. For any further queries, please contact **Miss Rachel Richardson, HR Advisor** at **rachel.richardson22@nhs.net** quoting the post reference number.

Candidates who are shortlisted for interview will be contacted by e-mail and may be required to complete psychometric tools in advance of the assessment process.

Closing Date: Tuesday 4 June 2024

Interview Date: Friday 28 June 2024



Section E | Job Description

Job Title: Consultant Gynaecologist with a Special Interest in Cancer Unit Lead/Diagnostics
Reporting to: Clinical Director

Job Purpose:

This expansion post aims to consolidate cancer diagnostics: delivering a flexible 52 week service and fully utilising theatres, 2 week wait clinics and diagnostics to achieve an excellent service for our patients. The candidate should demonstrate independent working and excellent laparoscopic skills to drive improvement within the cancer service.

Duties and Responsibilities:

Managerial

- Provide expert opinion on patients with general gynaecology problems and take independent responsibility for their clinical care.
- Manage general gynaecology and the diagnostic cancer service. Undertake operating lists at the RVI/DTC. Provide the appropriate post-operative care for these patients.
- Contribute to the general organisation and running of the Gynaecology services within the Trust, working in close collaboration with colleagues.
- Participate in the departmental on-call for general gynaecology with a 1 in 12 rota.
- Co-Lead the diagnostic oncology service.
- Assist the Heads of Department, Directorate Manager and Clinical Director in the timely investigation of complaints – working to provide reports within the timeframe set out by Trust policy
- Undergo Continued Medical Education (CME) in accordance with guidelines stipulated by the Royal College of Obstetricians and Gynaecologists (RCOG)
- Participate fully in all aspects of Clinical Governance including audit and risk management.
- Undertake an appraisal.
- It is a condition of employment that so far as is reasonably practicable, all employees must minimise the risk of infection to themselves, colleagues, patients, relatives and visitors and, in so doing, must:
 - *be familiar with, and adhere to Trust policies and guidance on infection prevention and control*
 - *attend Trust Induction Programme(s) and statutory education programmes in infection prevention and control*
 - *include infection prevention and control as an integral part of your continuous personal/professional development*
 - *take personal responsibility so far as is reasonably practicable, in helping ensure that effective prevention and control of health care acquired infections is embedded into everyday practice and applied consistently by you and your colleagues.*

Administrative:

- Undertake administrative duties in relation to the care of his/her patients and in relation to the running of the Departments of Reproductive Medicine and Gynaecology in co-operation with the Heads of Department, Specialty Manager and Clinical Director.



Research:

- The Trust welcomes and encourages research as a high profile activity that compliments the service provided. The emphasis being studies that fall within the National Institute of Health Research Portfolio. Research development will be encouraged.

Teaching:

- Participate in the teaching of undergraduate medical students from the University of Newcastle upon Tyne in all parts of the course but specifically in stage 3 and 5 during the attachments in Obstetrics and Gynaecology.
- Active involvement in the clinical supervision of all postgraduate trainees in the department with specific responsibility for a small number of individuals as educational supervisor under the direction of the college tutor.
- The incumbent will be expected to contribute to the teaching of ATSM and subspecialty trainees.
- Participate in the teaching and training of any other health care professionals within the directorate

Flexibility:

In line with the Trust's core value of placing patients at the heart of everything we do, we are developing our service provision to be responsive to the needs of our patients. To meet those needs some staff groups will be increasingly asked to work a more flexible work pattern so that they can offer services in the evening or weekend. As a result any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern or working in the future if required, including evening and weekend work.

The candidate will have an element of backfill within their job plan to optimise theatre use and will be required to manage their own weekly schedule to ensure they are fulfilling this element of their job plan.

Section F | Person Specification

Post: Consultant Gynaecologist with a Special Interest in Cancer Unit Lead/Diagnostics

Requirements	Essential	Desirable	Assessment
Education, Qualifications and Specialist Skills	<p>Primary Medical Qualification.</p> <p>Full GMC Registration.</p> <p>Entry onto the GMC Specialist Register (within 6 months from the date of the AAC).</p> <p>ATSM BAS/Cancer Unit lead</p>	<p>Higher Degree.</p> <p>Special skills training in the specialty.</p> <p>Colposcopy</p> <p>Gynaecological ultrasound</p>	Application
Clinical Experience	<p>Evidence of experience in the specialty.</p> <p>Evidence of a substantial commitment to the specialty.</p> <p>Ability to offer an expert clinical opinion within the speciality.</p> <p>Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</p>	<p>Independent operating particularly advances laparoscopic skill.</p> <p>Exposure to morbidly adherent placenta.</p>	Application / Interview
Management and Administration Experience	<p>Involvement with management and project leadership within the specialty.</p> <p>Evidence of involvement in authoring or reviewing clinical guidelines.</p> <p>An understanding of Clinical Governance.</p>	<p>Proven management and administrative experience and understanding of management goals.</p> <p>Evidence of leadership / project management.</p> <p>Evidence of having implemented change.</p>	Application / Interview



<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
		Experience in developing and implementing new technologies.	
Teaching	<p>Experience of supervising junior medical staff.</p> <p>Experience of participation in undergraduate and postgraduate teaching.</p> <p>Ability to teach clinical / technical / practical skills.</p>	<p>Attendance at courses to develop teaching skills.</p> <p>Postgraduate qualification in medical education.</p>	Application / Interview
Research	<p>Evidence of involvement in and understanding of research methodology and publication of findings.</p> <p>Research/critical review of literature.</p> <p>Publications in the last five years.</p>	Higher degree.	Application / Interview
Audit	Evidence of participation in audit.	<p>Evidence of having changed practice as a result of audit.</p> <p>Evidence of having revisited the audit to assess improvement.</p>	Application / Interview
Personal Attributes	<p>Alignment with the Trust's values.</p> <p>Flexible approach to service delivery and committed approach to development.</p> <p>Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Trust and its workforce.</p> <p>A commitment to personal / unit CPD.</p> <p>Ability and willingness to work the on-call rota.</p>		Interview



<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
	Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.		

Section G | Job Plan

An indicative job plan is shown below for illustration purposes only

	Morning	Afternoon	DCC		SPA	
			Hours	PA	Hours	PA
Monday	Theatre	Theatre	10	2.5		
Tuesday		RAC (alt weeks)	2	0.5		
Wednesday	GOPD	Admin	8	2		
Thursday		MDT	2	0.5		
Friday	One Stop	One Stop	8	2		
Saturday						
Sunday						
		TOTAL		7.5		



A notional timetable is shown below for illustration purposes only

<u>Programmed Activity</u>	<u>Allocation</u>
Direct Clinical Care	7.5
On-Call / Unpredictable On-Call	1
On-Call banding	TBC
On-Call Supplement	3%
Supporting Professional Activities	<p>1.5 PAs</p> <p>The time that is devoted to Supporting Professional Activities within the job plan will most likely vary at different times in a career. The Trust believes that Consultants on a 10 PA job plan require 6 hours per week on average (1.5 PA) to undertake the core activities common to everyone within SPA, such as undertaking CPD, mandatory training, appraisal activities, attendance at department management and audit meetings. Additional SPA time is recognised for further activity within a measurable output. This will be agreed through the regular job plan review mechanism.</p>



Section H | Main Terms and Conditions of Service

The Schedules referred to below are within the Terms and Conditions of Consultants (England) 2003.

Salary:	The current salary applicable to the post is as per Schedule 13 and Schedule 14.
Hours of Work:	<p>Full time appointments are based on a 10 PA Job Plan.</p> <p>Any offer of employment to a consultant post will be subject to the post holder agreeing to work a new more flexible pattern of working in the future if required, including evening and weekend work.</p> <p>Schedule 3 Paragraph 6 of the Terms and Conditions of Consultants (England) 2003 or as subsequently amended from time to time shall not apply.</p>
Holiday:	<p>6 weeks per annum (with an additional 2 days for those with 7 or more years of completed service as a consultant) plus 8 public holidays and 2 statutory holidays or days in lieu thereof.</p> <p>Full details can be found in Schedule 18.</p>
Occupational Sick Pay:	Employees are entitled to sick pay in accordance with the rules of the Trust's Contractual Sick Pay (CSP) scheme and the Statutory Sick Pay (SSP) scheme.
Pension:	In accordance with the NHS Pension Scheme.
Base:	Your principal place of work is Royal Victoria Infirmary. Other work locations including off site working may be agreed in your Job Plan. You may be required to work at any site within your employing organisation, including new sites.
Notice Period:	3 calendar months.
Probationary Period:	Employees new to the Trust will be subject to a six-month probationary period.
Appraisal and Job Planning:	A formal job plan will be agreed between the appointee and their Clinical Director after commencing in post and reviewed annually thereafter, usually following an appraisal meeting.
Relocation Expenses:	In accordance with Trust Policy and subject to the approval of the Chief Executive.

The Terms and Conditions – Consultants (England) 2003 can be found at:

http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Consultant_Contract_V9_Revised_Terms_and_Conditions_300813_bt.pdf

Section I | Additional Information

Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site 'Free Spirits' Nursery
- Staff Social Club.
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.
- Top 100 Stonewall Employer

For more information please visit www.benefitseveryone.co.uk

Have you signed up to the DBS Update Service? Find out more here
<https://www.gov.uk/dbs-update-service>