

Healthier Communities,  
Outstanding Care

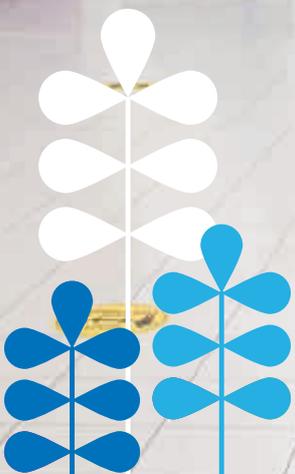
Mid-Nottinghamshire  
Integrated Care Partnership  
Creating happier, healthier communities together



**NHS**

Sherwood Forest Hospitals  
NHS Foundation Trust

# A great place to *belong*



**Home, Community, Hospital.**

#Team  
SFH

Best NHS Acute Trust in the Midlands (2018 and 2019 NHS Staff Survey) ★ CQC Outstanding hospital (King's Mill)



# Consultant Recruitment Pack



King's Mill Hospital

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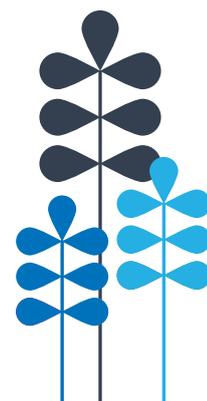
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# A great place to *work*



**"Hello and thank you for your interest in joining Sherwood Forest Hospitals NHS Foundation Trust. We are an award winning Acute and Community Trust and we provide Outstanding healthcare services for 450,000 people across Mansfield, Ashfield, Newark, Sherwood and parts of Derbyshire and Lincolnshire. We work with 5,000 colleagues across our three hospitals - King's Mill, Newark and Mansfield Community.**

In May 2020, King's Mill Hospital, where 90% of our services are based, was rated Outstanding by the Care Quality Commission recognising it as the only Outstanding hospital in the East Midlands. Newark Hospital was rated Good, and Mansfield Community Hospital was also rated Good. All 15 of our services are rated Good for Safety and we have five Outstanding services.

We believe safe, patient centred care is delivered by well supported people and in 2018 and 2019, colleagues at Sherwood rated us the best Acute Trust in the Midlands. We take Freedom to Speak Up very seriously and in the last Freedom to Speak Up Index we were the top rated Acute Trust in the East Midlands.

We have a large and growing reputation for research and in 2019/20 we enrolled more patients on research trials than some of the larger teaching hospital in the Midlands.

We are committed to being a true anchor organisation and we work closely with partners in health and social care through the Mid Nottinghamshire Integrated Care Partnership.

Whilst the above will be important when deciding where you would like to work, ultimately it is often only the colleagues around you who truly shape your experience of work. Colleagues who join Sherwood frequently are amazed by the sense of team, the friendliness and the support here."

**Richard Mitchell**  
Chief Executive





# A great place to *belong*

**As medical director here at Sherwood I want to thank you for taking the time to consider this role and encourage you to come and work at a friendly, forward thinking, patient-centred Trust.**

**To be rated Good by the CQC, Outstanding for our Care, and Outstanding for our largest site in 2020 was a huge recognition for colleagues.**

King's Mill Hospital is also one of the newest hospitals in the country and as a modern Trust all patients are monitored using innovative, remotely accessible technology such as NerveCentre and electronic patient Board Rounds. We are also pleased to be working with Nervecentre to deliver Electronic Prescribing and Medicines Administration (EPMA) throughout the Trust.

I am also proud of our CESR and Clinical Fellow programmes which have not only had a significant impact on improving Trust medical staffing levels but also support the continued education of over 40 individuals, many of whom are new to the NHS from outside of the UK.

As part of #TeamSFH you will be part of a patient safety culture at a Trust where we have already surveyed all wards using the globally recognised PASCAL methodology. This has given a fascinating insight to the cultural change at Sherwood and shows that the medical and nursing colleagues are highly engaged, scoring above the Pascal global industry mean. All areas now have knowledge of service improvement and key projects to work on. This has provided rich intelligence and the success of this is a key aspect of the improvement in engagement scores in the national staff survey where Sherwood is one of the best performing Trusts in the country.

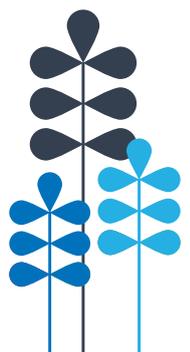
The Trust has a growing Research and Innovation strategy, recognised to be high performing within the East Midlands including a growing portfolio of commercial studies. We are committed to increasing access to quality trials for the local population.



We are also playing a leading role in the development of services across Nottinghamshire through our Integrated Care Partnership helping us deliver our strategy of Healthier Communities and Outstanding Care. Strong strategic partnerships are in place with health and social care partners leading to the development of integrated services such as Musculoskeletal, End of Life and models with Nottingham University Hospitals such as Urology and Neurology.

So if you are looking to join an innovative team that will give you the time and space to provide high quality and safe patient care in a modern environment and want to develop your career in a Trust which is leading the conversation about the future of care, then we could be your next move. We want to help you to be the best you can be and to provide the best care that you can.

**Dr David Selwyn**  
Medical Director



# A great place for *research*



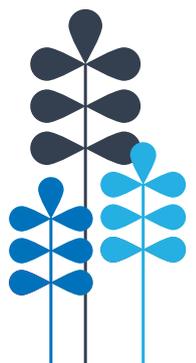
When you join Sherwood you also join a team passionate about improving care and treatment options for patients today and in the future. You could make a difference to people like Roger, who has been part of our prostate cancer study for the last five years. You can see the massive difference research has made to him and his family here.

Similarly, during the Trust's response to Covid-19, we have been very active in contributing to a number of trials which will lead to a better understanding and treatment of the infection.



**We were one of the top performing Trusts in the East Midlands for research delivery in 2018/19, beating our original twelve month target within nine months and increasing recruitment by 80%. Research further grew in 2019/20 and it is fair to say we are ambitious about making research accessible for all. As a member of #TeamSFH we will support you to be involved with this.**

Research and Innovation - Roger's Story  
<https://www.youtube.com/watch?v=Al0qqishGO0&feature=youtu.be>





# A great place to be a *part of*



## Culture & Improvement

Our culture at Sherwood is underpinned by our CARE values and we constantly strive to ensure that Sherwood is a great place to work and receive care. We have active and growing networks across the Trust (including BAME, LGBT+ and Disability networks), leaders are visible and all of our engagement, improvement and leadership programmes are grounded by civility leadership styles and behaviours and team based working.

Our aim is to be a Learning Organisation where colleagues feel supported and able to recognise excellence and report opportunities to improve. We recognise that to achieve this, we must create a psychologically safe organisation where colleagues feel safe to actively participate in learning and improvement. Our successes demonstrate that we do this well and there is more we can do to innovate and improve care at Sherwood. We would like you to be part of this exciting journey and to be involved and drive our programmes of innovation and transformation, both within Sherwood and across our system.

Wellbeing and Welfare of colleagues is a priority for Sherwood. We have a strong offer in place and our commitment is to continually review and amplify. We believe that taking care of each other is a key part of our culture and allows people to be the best they can be. Your wellbeing matters to us and we are working closely with our Medical colleagues to assess levels of fatigue and burnout and to learn how we can improve your working life. We cannot solve everything, but we can listen, understand and improve together.

We are confident you will see that Sherwood is a happy and engaged team of professionals. We are proud to be a Trust where colleagues feel motivated, developed, recognised and rewarded and where the health, safety, wellbeing and welfare of our colleagues truly matters to us.





# A great place to *learn*



## Medical Education

**Sherwood Forest Hospitals NHS Foundation Trust has a very active role in education and training supported by an enthusiastic and knowledgeable Medical Education Team with an annual budget of £11.8m. We are linked with both Nottingham and Derby University Medical Schools attracting around 500 students a year. Students attend for 1st and 2nd year hospital visits and then for a variety of attachments in their clinical years.**

Teaching is well supported by an excellent team of Medical Nurse Educators and Teaching Fellows in the major specialities.

The Trust has 72 Foundation Doctors and a further 70 trainees from HEE-EM supported by Foundation Program Directors, College Tutors and Training Program Directors. We have developed a Clinical Fellow Development programme to orientate new clinical fellows to the NHS as well as supporting their training with a teaching programme, an e-portfolio and internal ARCPs.

The Trust is developing our Simulation Suite to improve the quality of our training and to make it more multi-disciplinary. We are also developing the educational content and resources available on our Sherwood e-Academy.

As a new consultant we would encourage you to be involved in undergraduate and post graduate teaching and for you to become an Educational Supervisor. If you have a particular interest in Medical Education we would be more than happy to talk to you.



# A great place to go *further*

## Celebrating success

We believe in recognising and celebrating our successes with our teams and colleagues and these are some of our achievements in the last 12 months:



- In 2019 we made the shortlist for Health Service Journal Trust of the Year.
- In 2020 we were delighted to win a HSJ Value Award as the Finance Team of the Year, and are currently shortlisted in the HSJ Patient Safety Awards in three categories; Safety Culture, Care for Older People Award, and alongside partners in the End of Life Care.
- Our dedicated colleague recognition programme runs throughout the year, including our flagship annual Staff Excellence Awards, a clinical and non-clinical Star of the Month, dedicated Doctors Awards, and we are signed up to the Daisy awards initiative for outstanding nurses and midwives. This year we ran our second annual Recognition Week looking back on our successes.
- We take the annual staff survey very seriously and the results place us as the best Acute Trust in the Midlands in 2018 and 2019.
- We have an open culture and in 2020 Sherwood was the number one rated Acute Trust in the East Midlands in the Freedom To Speak Up index.
- We have delivered our financial control total for the last four years running.
- We know timeliness of care is an indicator of overall quality and our emergency care four hour performance is the best in the Midlands.
- We have been providing formal support to Queen Elizabeth Hospital King's Lynn FT since January 2019.



# A great place to put down *roots*



## Our Area

In your free time, if you prefer being outside in the fresh air, you could not wish for a more beautiful part of the country. Situated on the edge of the Peak District and home to the world famous Sherwood Forest you can walk, cycle, climb and sail through breath-taking scenery.

Sports wise, Nottinghamshire is home to the world famous Trent Bridge cricket ground and twice European cup winning Nottingham Forest football club, the national water sports centre at Holme Pierrepont, King's Mill Reservoir including the urban adventure centre, Newark, Southwell and Colwick racecourses, and a host of excellent heathland golf courses including Hollinwell, Worksop and Sherwood Forest. The county also hosted a full stage of cycling's Tour of Britain in 2017 and 2018.

If the arts are your thing, there is a plethora of theatres, museums and galleries to pick from include the Theatre Royal & Royal Concert Hall which date back to 1865, the Nottingham Castle Museum & Art Gallery, National Civil War Centre focusing on the strategic importance of Newark and Nottingham Contemporary Art Gallery showcasing some of the most interesting modern artists. More history can be explored at National Trust properties including Clumber Park and Southwell Workhouse.

For the foodies Nottinghamshire is one of the best places in the country for its independent restaurants including Restaurant Sat Bains in Nottingham which has been awarded two Michelin stars.

We also know that for some, you may be thinking about moving your family too. There are beautiful places to live including Newark, Ravenshead, Southwell, West Bridgford, Edwalton and Tollerton and some of the country's top state

and private schools are here including Nottingham High School, Nottingham Girls High School and Highfields School which has been named five times in the Sunday Times top 100 independent prep schools. Nottingham also boasts two World-Class universities and we are well connected with a quick 80 minute train journey to London's Kings Cross from Newark.



We feel our corner of Nottinghamshire is one of the best places to raise a family and Sherwood Forest Hospitals can help you do that with a rewarding career for work and a welcoming and vibrant place for you and your family to live. If you need support relocating your family here we would be happy to discuss.

# A great place to receive *care*

## Who we are

We were formed in 2001 and were proud to gain Foundation Trust status in 2007. We provide care across three hospital sites - King's Mill Hospital, Newark Hospital and Mansfield Community Hospital.

## What we do

We provide a comprehensive range of hospital and community services, including planned and emergency surgery, children's services, obstetric and gynaecological care.

Our emergency department at King's Mill Hospital treats critically ill patients to minor injuries and Newark Hospital is home to an urgent care centre which treats a range of conditions.



Our children and young people's service cares for patients and their families from birth until adulthood. Our 18-bed neonatal unit at King's Mill Hospital provides high quality care with seamless antenatal to postnatal care for high risk infants.

**Last year more than 110,000 people attended our Emergency Department at King's Mill Hospital, and more than 24,000 were treated at the Urgent Care Centre at Newark.**

**The year 2019/20 finished with 90.09% of patients being treated, admitted, and discharged within 4 hours. We consistently perform in the top 20 of 117 Trusts nationally on this outcome.**

**Each year we see:**

- More than 8,000 young patients in our outpatient clinics
- More than 4,000 children in our community clinics

**More than 3,000 patients are looked after on our dedicated children's ward.**

During the past year we also held 445,792 outpatient appointments





# A great place to work



## King's Mill Hospital

King's Mill Hospital is a world class facility and one of the most modern hospitals in the NHS. The hospital offers over 550 bed spaces (over half of them in single-occupancy en-suite rooms), treats around 46,000 inpatients and 30,000 day cases, whilst delivering over 3,400 babies each year.

## Newark Hospital

We offer an extensive range of consultant-led patient services, planned inpatient treatments, day-case procedures, diagnostics and therapy services as well as an Urgent Care Centre. In 2020 we introduced hip and knee surgery to Newark.



## Mansfield Community Hospital

Located just outside of Mansfield town centre, the hospital offers rehabilitative care for patients over three wards. A variety of outpatient clinics are available at the hospital including a CaSH clinic, a multidisciplinary tier two diabetes community clinic, an osteoporosis service and wheelchair services.



We are proud of our improvements over the last five years at Sherwood Forest Hospitals, and we recognise we can improve further. We know good quality healthcare can only be delivered by focussing on the experience of people, be it patients and the public or the colleagues you work with. Our improvements have been achieved by two central commitments to people:

**We expect all patients to receive the same standard of care we would want our friends and family to have and :**

**We expect all colleagues to be treated with the same values we believe are important; support, kindness and respect.**

We want to work with partners, we want to move beyond the boundaries of our hospitals and we want to help our local population become healthier.

Since 2019 we have been working to deliver **healthier communities and outstanding care for all**, and working with Primary Care Networks and partners in our Mid-Nottinghamshire Integrated Care Provider and our Integrated Care System.

This strategy has come from the many conversations and listening events that have taken place with more than 750 conversations with the public, Sherwood colleagues and partners. We hope you find this strategy as exciting as we do.

## A partnership with everyone in our community...

### We will...

- Provide outstanding care
- Promote and support health and wellbeing
- Maximise the potential of our workforce
- Continuously learn and improve
- Achieve better value

**Signed:**  
**#TeamSFH**

### The part you can play...

- Tell us when we get it right and when we get it wrong
- Be healthy and active
- Treat our staff and volunteers with respect
- Help us to learn from the care you experience
- Use our services wisely

**Signed:**

# Our values



## Communicating and working together

We will work as one compassionate and inclusive team, involving, informing and listening to all colleagues and local communities.



## Aspiring and improving

We will choose to work or be cared for by Sherwood as we focus on improving patient care and staff well-being.



## Respectful and caring

We will show kindness to all, embrace diversity and challenge inappropriate behaviours.



## Efficient and safe

We will be consistent and do the right thing at the right time, first time.



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**Sherwood Forest Hospitals**  
NHS Foundation Trust



**King's Mill Hospital**  
Mansfield Road  
Sutton-in-Ashfield  
NG17 4JL

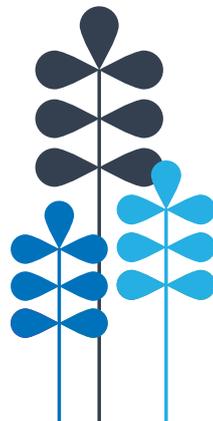


**Mansfield Community Hospital**  
Stockwell Gate  
Mansfield  
NG18 5QJ



**Newark Hospital**  
Boundary Road  
Newark  
NG24 4DE

For more information, go to:  
<https://www.sfh-tr.nhs.uk/work-for-us/>



**Home, Community, Hospital.**

#Team  
SFH

**Best NHS Acute Trust in the Midlands** (2018 and 2019 NHS Staff Survey) ★ **CQC Outstanding hospital** (King's Mill)