
Working for Berkshire Healthcare

“Hello and welcome to Berkshire Healthcare!”

“Thank you for taking the time to find out more about working for our trust. Working in healthcare is more than just a job, it’s a passion. And together at Berkshire Healthcare, we’re committed to providing the very best care possible to transform the lives of our patients.

“We’re also passionate about the care of our staff; it’s our vision as an employer to be ‘outstanding for everyone’. We believe in the continuous development of a culture where all our staff and patients are treated with respect and compassion. As an inclusive trust, we value diversity in our workforce and are proud to be a Stonewall Top 100 Employer as well as an armed forces friendly employer.

We strive to support each new staff member fully from the day they join to fulfil their individual goals and potential. We’re delighted to tell you more about us, our values and our offer to all employees –please do read on!”

Kind regards,
Jane Nicholson –
Director of People



About us

Berkshire Healthcare NHS Foundation Trust is a specialist mental health and community health services trust. Rated 'outstanding' by the CQC (Care Quality Commission), we're committed to providing the best possible care to people across Berkshire.

We deliver joined-up physical and mental health services, helping people to remain independent at home for as long as possible and providing the care and support that best meets the needs of our patients. We work in partnership with Berkshire's two acute hospital trusts, Royal Berkshire Hospital NHS Foundation Trust and Frimley Health NHS Foundation Trust. The trust also works closely with Berkshire's six local authorities and a diverse range of community and charitable organisations.

The report by CQC in 2020 recognised many great areas of practice and innovation, including how:

- We have created a positive culture where patients, carers and staff can share their experiences and concerns
- Staff are proud to work here and morale is good
- We encourage and support staff to innovate and develop new Ideas

We're also proud to be a digital pioneer, having been named by NHS England as a 'Global Digital Exemplar' – one of only seven mental health trusts in the country to gain this status. This will allow us to transform patient care through new technologies.



Berkshire Healthcare

Our main sites



West Berkshire

- West Berkshire Community Hospital

Reading

- Prospect Park Hospital

Bracknell

- BH Head office

Wokingham

- Wokingham Hospital

Slough

- Upton Hospital

Windsor, Ascot and Maidenhead

- King Edward VII Hospital (Windsor)
- St. Mark's Hospital (Maidenhead)

Our vision and values

The trust employs almost 5,000 people over more than a 100 sites and community settings across Windsor & Maidenhead, Slough, Bracknell Forest, Wokingham, Reading and West Berkshire.

Our vision is to be recognised as the leading community and mental health service provider by our staff, patients and partners.

Our core values



Committed to providing good quality, safe services

Working together to develop innovative solutions



Our commitment to inclusion

We want Berkshire Healthcare to be a great place to work for everyone, so we're committed to creating an inclusive and fair culture in both our service provision and our employment practices.

There are enthusiastic staff networks you can join, including:

- **REN – to promote racial equality**
- **Pride – for employees of the LGBTQ+ community**
- **Purple – for employees with a disability, long-term conditions and those with caring responsibilities**
- **Courage – for employees who served in the armed forces**
- **Women's Network – for all employees that identify as women**

These networks are fully inclusive and welcome anyone with a passion for promoting inclusion for all. Allies and champions are a vital part of getting the messages across and making our workspaces better for everyone.

We understand that treating everyone in the same way doesn't always demonstrate equality. Instead, we're asking our patients and staff what they need to improve access to our services and career opportunities.

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We've been ranked **68th in the Stonewall 'Top 100 Employers' list 2023**, as well as receiving a **Gold award** for our commitments to support **LGBTQ+ staff** in the workplace. We are also a **Neurodiversity in Business Corporate Member** and a **Carer Confident Employer**.

Staff benefits



- **Annual leave** – 27 days for new starters, rising at 5 years and 10 years NHS service up to 33 days, plus bank holidays and opportunity to buy and sell annual leave
- **Access to NHS Pension scheme** – 20.68% employer contribution
- **Flexible working opportunities** and a **strong emphasis on work-life balance**
- Excellent **learning and development opportunities** for staff
- **Confidential telephone care service** providing independent staff support and advice
- Generous **maternity**, **paternity** and **adoption leave** for eligible staff
- **Occupational health services** provided by **Optima Health**
- **Salary sacrifice scheme** for a **new car/electric vehicle**
- **Cycle to Work scheme** can save you money on the latest bikes and accessories
- **Wellbeing matters** – our compassionate and confidential service providing support for you and your team
- **Long service recognition**
- **Peppy Health App** – expert support in your pocket for menopause and men's health
- Access to our **three on-site nurseries**

Supporting our employees' childcare needs

Caring about our staff is important to us. We support parents by having three on-site nurseries with low rates for our staff. Parents who work for us pay fees at a lower rate and their children have priority for joining the nurseries. Each nursery is open from 7.30am until 6pm Monday to Friday and your children are cared for by experienced and highly qualified people who offer an interesting, educational environment full of experiences which allow the children to explore and grow.

Our three nurseries are:

- **Jack in The Box at Upton Hospital in Slough**
- **Kiddies' Cabin at St Marks Hospital in Maidenhead**
- **Little Dragons on Bath Road in Reading**

Each nursery has stimulating outdoor play areas and children are encouraged to spend time outside and have fun with their friends. Inside you will find warm, cosy environments which are perfect for children to take part in creative and entertaining activities.

NHS dietitians are involved in the planning of the nutritious meals served throughout the day and each of the nurseries has a named Health Visitor and Safeguarding Lead for children.

More information about our nurseries is available online:
nurseries.berkshirehealthcare.nhs.uk



Opportunities for development

Every member of our trust is unique, with their own plans for the future, so we've developed a catalogue of flexible training and educational opportunities that will cater to your specific needs.

Each year, we'll sit down with you to identify your short and long-term goals and give you advice on how best to achieve them through personal development.

Training courses and conferences

You'll have the opportunity to take part in internal and external training courses and conferences to help you develop new skills and grow in your role. These can be face-to-face ([one-on-one sessions and group learning](#)) or online ([e-learning, webinars and Microsoft Teams](#)).

Continuing education

If you decide to continue with your education, we'll support you through study days, advanced nurse practitioner courses, and masters' programmes.

Coaching and mentoring

All our managers are taught coaching skills as part of our Leadership development programmes to help enhance their communication skills and develop in their role. All staff have access to working with one of our professionally accredited coaches here at Berkshire Healthcare. We can also help find you a mentor from within our trust or from another NHS organisation.

Management courses

Whether you're starting your first management role or are a seasoned professional, we have a range of courses to help you develop, practice, and refine your management style. These include: Essential Knowledge for Managers (EKM), Leading for Impact, Reaching my potential and Coaching skills programmes. In addition to regular stand-alone development sessions, there are also opportunities to access Leadership and management apprenticeships, as well as other system lead leadership programmes delivered by our partners.

Visiting our library

You'll find a fully stocked medical library at our Prospect Park Hospital in Reading. You'll also have access, free of charge, to all the latest research publications, articles, journals and databases through our online portals.



berkshirehealthcare.nhs.uk/careers

