

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 four enthusiastic staff networks you can join:

- **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**

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.



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**.

Staff benefits

- **Annual leave** – 27 days for new starters, 29 days after 5 years and 33 days after 10 years NHS service, plus 8 days bank holidays (pro rata for part-time staff) plus 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
- **Working on wellbeing** provides **occupational health services**
- **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** – your local wellbeing and mental health hub for health and social care staff across Berkshire which offers fast, free confidential support.
- **Long service recognition**
- **Peppy Health App** – expert support in your pocket for menopause, fertility, pregnancy & baby 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 of our managers are taught coaching skills as part of our Excellent Manager Course to help you learn and develop in your role. 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: Excellent Manager, Compassionate Leadership, Senior Clinical Leaders and Talent Management programmes.

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.





Berkshire Healthcare

NHS Foundation Trust



berkshirehealthcare.nhs.uk