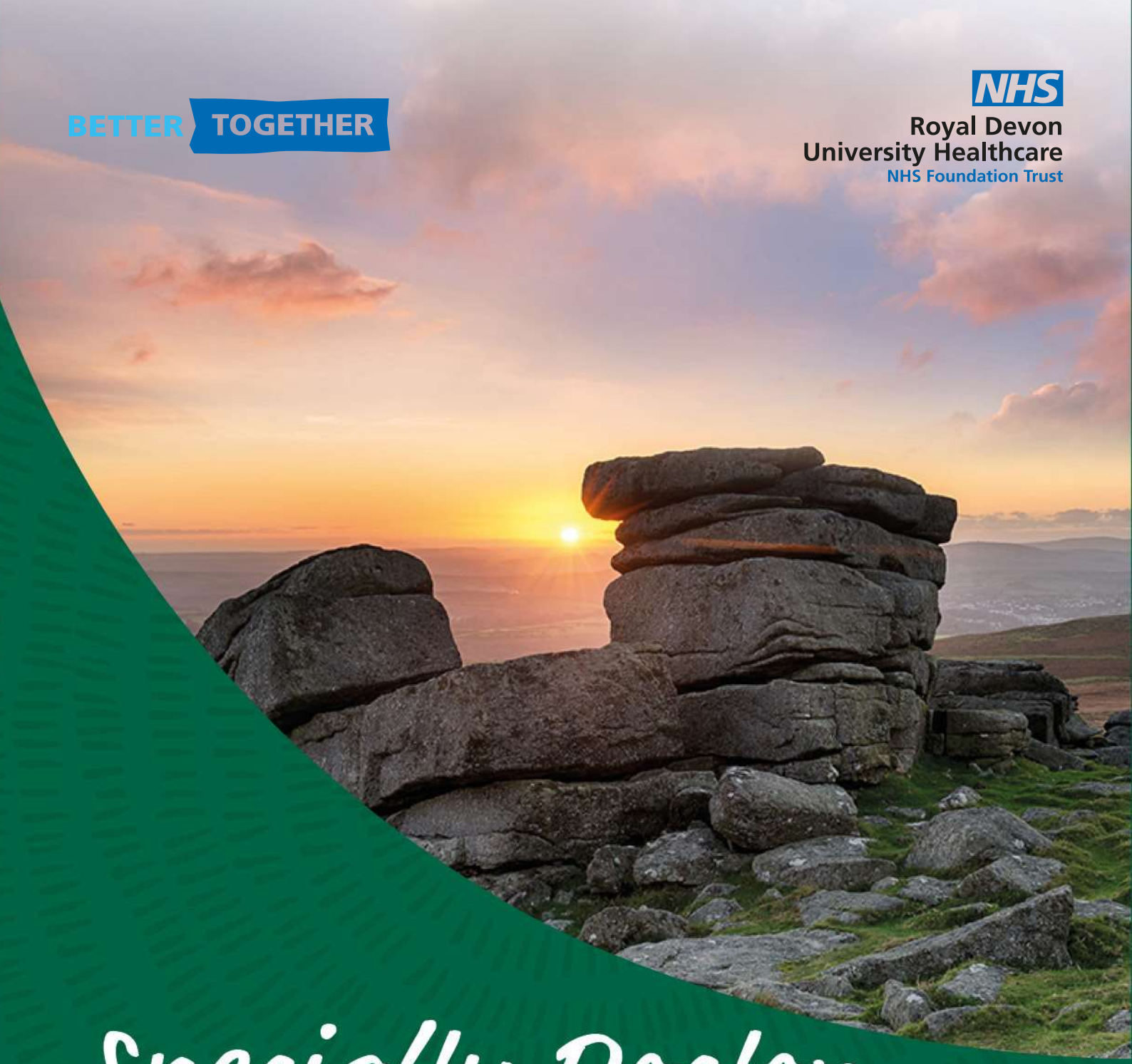
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NHS
Royal Devon
University Healthcare
NHS Foundation Trust



Specialty Doctor Information Pack

Specialty Doctor in Healthcare for Older People (Community Hospital-based)

royaldevon.nhs.uk/career

rduh.medicalstaffing@nhs.net

JOB TITLE

Specialty Doctor in Healthcare for Older People (A Community Hospital Based Post)

DATE OF VACANCY

November 2026

BASE

Tiverton and District Hospital & South Molton Community Hospital (Inpatient Wards)

A Warm Welcome



Vanessa Purday

Hi, I'm Vanessa Purday, Chief Medical Officer of Royal Devon University Healthcare NHS Foundation. Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK but also an exciting time for our organisation, now one of the largest healthcare Trusts in the country.

The Royal Devon is a special place to work. We combine scale with a family-like feel, fostering both creativity and personal care. Our agility and forward-thinking approach ensure we can adapt to the evolving NHS landscape, deliver the best care for our patients and provide excellent career progression for colleagues.

We are especially proud of our [Healthcare for Older People] department, nationally recognised for its multidisciplinary expertise and research. We are committed to building on this success and are seeking exceptional clinicians to join our dynamic and inclusive team here in Devon.

I wish you every success with your application and look forward to meeting you soon.

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed in the final section of this pack



Introduction

The Department of Healthcare for Older People (HfOP) are seeking to recruit a Specialty Doctor to work across our Community hospitals in Tiverton and South Molton.

This is a new post offering exciting development opportunities, which are described further within the Duties of the Post section below.

Our community hospitals are an integral part of the Royal Devon University Healthcare NHS Foundation Trust's Healthcare for Older People service, with clinical leadership and support provided by HfOP consultants. The units are nursing and therapy led, providing rehabilitation and nursing care to patients. Most of the patient cohort are currently individuals who require ongoing support following an acute hospital admission. The successful candidate will work closely with the multidisciplinary teams and doctors in training across the units to provide holistic, comprehensive geriatric care. Our teams work together to support a seamless transition from hospital to community services, with a strong focus on rehabilitation, recovery, independence and enabling patients to return home wherever possible.

Highlights of the role

Research and innovation. We recognise that research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested Senior Medical Staff.

Training and development. The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Service development. The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as harnessing technology to deliver remote patient consultations and disease monitoring.

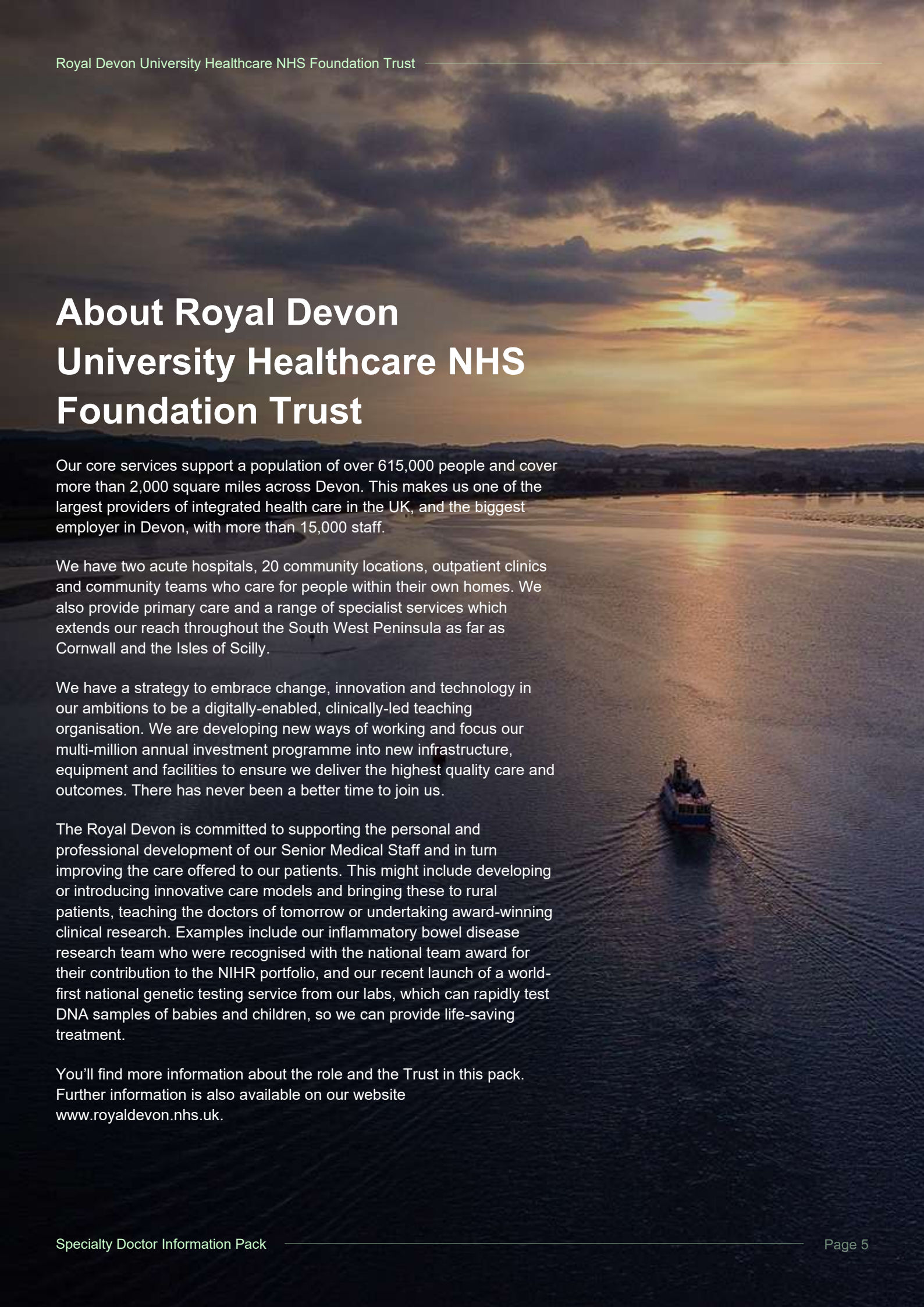
Teaching. The Royal Devon enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings, which will bring the Eastern and Northern teams together providing opportunities for your CPD.

Career progression. The size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

Electronic patient record. We went live with the Epic electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. Epic is transforming the way we deliver care across our Trust, allowing teams to share the caseload across Devon and provide care to patients remotely.

Location and relocation. We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university.

A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch. Contact details are at the back of this pack.



About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover more than 2,000 square miles across Devon. This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon, with more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and focus our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our Senior Medical Staff and in turn improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website www.royaldevon.nhs.uk.



About the Trust and service structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Vanessa Purday), chief nursing officer (Carolyn Mills), interim chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Community Inpatient Wards are located across Exmouth, Sidmouth, Tiverton and South Molton and form part of the Royal Devon University Healthcare NHS Foundation Trust. The wards work closely with colleagues and services based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH) to support patients transitioning from acute care into community rehabilitation.

Our Trust wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. For the Community Care Group, the medical director is

"More information about our structure and services can be found on the Trust website at www.royaldevon.nhs.uk "

Dr Lynsey Webb, the care group director is Natalie Wickens and the director of patient care is Sophie Markevics

Department of Healthcare for Older People

The HfOP department provides comprehensive care for frail older people across acute and community settings. Community inpatient wards at Tiverton and South Molton provide nurse and therapy-led rehabilitation, supported by HfOP consultants and ward-based medical staff. The wards care for patients who need ongoing medical care, rehabilitation and discharge planning before returning home or moving to an appropriate care setting. The Specialty Doctor will provide senior medical cover across the Tiverton and South Molton sites, support and supervise resident medical staff, contribute to daily multidisciplinary board rounds, inpatient reviews, family meetings and discharge planning, and work closely with patients, families and General Practitioners to agree appropriate future care. The postholder may also contribute to outpatient work, teaching, audit, quality improvement and service development. The post has no on-call commitment

SENIOR MEDICAL STAFF

The HfOP department includes substantive consultants, clinical academics, stroke physicians and community geriatricians, supported by specialist registrars, internal medicine and foundation trainees, GP specialty trainees, trust doctors and research fellows. The department provides consultant leadership and weekly ward-round support to the community hospitals, with remote senior clinical advice available between visits.

The Northern clinical team includes:

Dr Jon Baird

Consultant Physician, stroke and geriatrics

Dr Thet Soe, Consultant Physician HfOP

Dr Mike Jeffreys,

Consultant in geriatric/general medicine

Dr Riaz Latif,

Associate specialist in stroke

Dr Julia Saunders, Associate specialist in community

geriatrics

Dr Aye Nay Win, SAS in neurology/stroke/HfOP

medicine

Fiona Duncan, Associate Specialist HfOP

The Eastern clinical team includes:

Dr Aisha McClintock

Consultant Physician, HfOP, Medical Lead for HfOP

and Training Programme Director (Physician Associates)

Dr Jackie S Stephenson

Consultant Physician, HfOP Deputy medical lead for HfOP and Clinical Lead for Doctors in Training, Medical Services Division

Professor Martin A James

Consultant Stroke Physician/ Honorary Clinical Professor (UEMS)

Dr Jane E Sword

Consultant Stroke Physician and Geriatrician and Clinical Director, Medical Services Division

Dr Anthony G Hemsley

Consultant Stroke Physician and Medical Director

Dr Paul D Mudd

Consultant Stroke Physician and Geriatrician

Dr Salim P Elyas

Consultant Stroke Physician and Geriatrician/Honorary Clinical Senior Lecturer (UEMS)

Dr Nicola C Mason

Consultant Stroke Physician and Geriatrician

Professor Ray P Sheridan

Consultant Physician, HfOP, Director of Medical Education and Associate Clinical Professor (UEMS)

Professor W David Strain

Associate Professor in Cardiometabolic Health/Honorary Consultant in Stroke and General Medicine,

Dr Anna E Hinton

Consultant Physician, HFOP Movement Disorder Specialist

Dr James T Mulcahy

Consultant Physician, HfOP and Orthogeriatrics

Dr Lisa Y Bartram

Consultant Physician, HfOP and Orthogeriatrics (LTFT)

Dr Joe W Butchart

Consultant Physician, HfOP /Honorary Clinical Senior Lecturer (UEMS) Dementia Specialist

Dr Sarah S Jackson

Consultant Physician, HfOP Movement disorder specialist

Dr Suzy V Hope

Consultant Physician, HfOP Honorary Senior Clinical Lecturer

Dr Lindsay Jones

Consultant Physician, HfOP Movement disorder specialist, HfOP Governance Lead

Dr Maggie Cairns

Consultant Physician, HfOP Frailty Specialist

Professor Jane Masoli

Associate Professor in Geriatrics (UEMS) and

Honorary Consultant Physician, HfOP

Dr Katy Binmore

Consultant Physician

Dr Victoria Keevil

Senior Clinical Lecturer (UEMS) and Honorary Consultant Physician HfOP

Dr Felicity Thompson

Consultant Physician, HfOP

Dr Elinor Burn

Consultant Physician, HfOP

Dr Angie Logan

Consultant Physiotherapist, Stroke Rehabilitation



PROFESSIONS ALLIED TO MEDICINE

The postholder will work within an experienced multidisciplinary team including nursing staff, physiotherapists, occupational therapists, rehabilitation support workers, pharmacists, discharge coordinators, Advanced Clinical Practitioners and administrative colleagues. Close working with community services, General Practitioners, social care and acute hospital teams supports safe rehabilitation and discharge planning.

Departmental meetings

The department has an active programme of education and professional meetings, including the weekly Medical Grand Round and weekly Healthcare for Older People departmental meeting. These can be accessed remotely to support participation across Trust sites. The postholder will also contribute to relevant governance, quality improvement and multidisciplinary meetings.

Administration and secretarial support

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available.

Supporting professional activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All full time Speciality Doctors receive 1.5 core SPA sessions for generic non-clinical work. This includes, but is not limited to:

- Appraisals, job planning and revalidation
- Personal and professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional and other clinical or managerial meetings

Continuing professional development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre and currently provides research training to three PhD students and two visiting fellows.

The department has a strong reputation for research and consistently recruits to studies in stroke, Parkinson's disease and dementia. Postholders with a research interest will be encouraged and supported to participate in relevant projects

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR) Exeter Clinical Research Facility, and a new Post Graduate Education Centre. The RILD is now home to a number of the Medical School's laboratory-based research teams, comprising both clinical research areas and class two and three medical research laboratories, complete with offices, meeting rooms and write-up areas.

Active assistance in the planning and design of research projects is available from the Research and Development Support Unit based on the RD&E Wonford hospital site. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged.

University of Exeter Medical School

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

The Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses. The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings.

Building on the excellent educational reputation of the Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary healthcare provision.

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

UEMS students spend years three and four of their programme at the Royal Devon and Exeter (Wonford) Hospital and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.

The community teams provide teaching for third- and fourth-year University of Exeter medical students undertaking placements within the community hospitals. The postholder will be expected to support undergraduate teaching and the clinical supervision and development of junior doctors and other developing clinical roles.

The Senior Medical Staff in the Healthcare for Older People department are involved in teaching students and junior colleagues. The postholder will be encouraged to develop interests in education and training, with opportunities available locally and across the Trust.



Outline job plan

A provisional outline job plan is below but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated unless this is incompatible with service requirements.

PROVISIONAL TIMETABLE PROPOSED SPECIALTY DOCTOR JOB PLAN

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Outpatient Clinic	Board round and inpatient reviews	Board round and inpatient reviews	Remote attendance at Board Rounds / SPA: Audit, Quality Improvement work, Administration and Management	Board round and inpatient reviews
Lunch time		Medical Grand Round (remote access)			HfOP Departmental Meeting (remote access)
PM	Inpatient Reviews and Family Meetings	Ward Work and Family Meetings	SPA: Audit, Quality Improvement work, Administration and Management	Ward Work and Family Meetings	SPA / Remote Ward Support
Base	Tiverton	South Molton	Tiverton	South Molton	Tiverton

The provisional full-time job plan is based across Tiverton and South Molton Community Hospitals and includes inpatient reviews, an outpatient clinic, board rounds, ward work, family meetings, remote ward support and supporting professional activity (SPA) for audit, quality improvement, administration and management. There will also be opportunities to participate in wider HfOP educational, governance and departmental activities. The job plan may be reviewed in discussion with the successful candidate to reflect service requirements, and flexible or less-than-full-time working arrangements will be considered.

Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting.

Requirement	Essential attributes	Desirable attributes
Qualifications and training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent).	Membership of the Royal College of Physicians (MRCP). Diploma in Geriatric Medicine. Distinctions, Prizes, Scholarships. Intercalated BSc or equivalent. Additional postgraduate qualifications.
Professional training and memberships	Full GMC registration & license to practice. Eligible to work in the UK.	Advanced Life Support.
Clinical experience		
Employment	Minimum 4 years post graduate training, of which a minimum of 24 months should be relevant specialty experience Either completion of Core Training or able to demonstrate equivalent competence to Core Training by the time of commencement of employment. Career progression consistent with personal circumstances.	Additional experience in Community hospitals/non-acute settings.
Clinical knowledge and skills	Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need and be adaptable. Able to work as a member of the multidisciplinary team. Caring approach to patients.	Demonstrates awareness of breadth of clinical issues. Clinical feedback from colleagues & patients.
Non-clinical skills		
Teaching	Enthusiasm for teaching & training. Evidence of contribution to Departmental / Trust / Regional teaching programmes.	Defined educational roles or qualifications. Higher qualification in medical education.

Requirement	Essential attributes	Desirable attributes
Management of change and quality improvement	Demonstrates willingness to implement evidence-based practice.	Demonstrates understanding of quality improvement and clinical governance within the NHS. Evidence of effective personal contributions to clinical audit, governance and risk reduction. Evidence of involving patients in practice.
Innovation, research, publications and presentations	Understanding of the principles of scientific method and interpretation of medical literature. Demonstrates a critical and enquiring approach to knowledge acquisition.	Evidence of relevant research, presentations or publications.
Management and leadership experience	Ability to work in and lead teams.	Experience of formal leadership roles or training.
Communication and personal skills	Good spoken and written English language skills. Communicates effectively with patients, relatives, colleagues, nurses, and allied health professionals. Information technology skills. Ability to work with multi-professional teams and to establish good professional relationships.	Evidence of patient and colleague feedback. Excellent presentation skills, engages audience. Experience of using an Electronic Patient Record.
Other requirements		
Motivation and management of personal practice	Punctual and reliable. Good personal organizational and prioritization skills, achieve deadlines. Takes responsibility for personal practice and is able to cope well with stressful situations. Commitment to continuing medical education and professional development. Flexible and adaptable attitude.	Demonstrates initiative in personal practice. Willingness to undertake additional professional responsibilities at local level.
Commitment to post	Enthusiasm for the role, Healthcare for Older People and Royal Devon University Healthcare NHS Foundation Trust. Willingness to work across Tiverton and South Molton Community Hospitals and other Community locations as required.	

Main conditions of service

Appointment is to the NHS Specialty Doctor contract terms and conditions (April 2021). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the medical director and managerially accountable to the chief executive officer.

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Salary scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Specialty Doctor Contract (2021). The current scale (2/2021) is from £63,696 to £102,689. The 2021 contract includes 5 pay points with standard and higher progression standards.

Leave

Annual leave entitlement is as described in the Terms and Conditions of Service Specialty Grade Doctors (England) 2021. Study leave entitlement is 30 days over a fixed three year period.

Further details are available in the Senior Medical Staff Leave Policy.

Locum cover for leave will not normally be provided. It is expected that staff within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent & routine) is maintained.

Domicile

Specialty doctor are expected to reside within a reasonable distance of the main acute hospital to which they are affiliated, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive.

Duty to be contactable

Subject to the provisions in Schedule 8, specialty doctors must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Mentoring

Speciality doctors will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and the medical director.

Professional performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious untoward incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. **You must comply with the Duty of Candour legislation.**

Research and audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding children and vulnerable adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a court of law, no matter when they occurred. This information will be treated in the strictest confidence.

Health and safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

Infection prevention and control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the infection prevention and control team.

Our approach to inclusion and diversity

Inclusion is fundamental to our approach to organisational development, culture, service improvement, and public and patient engagement.

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our CEO, Suzanne Tracey, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network

Once colleagues join us, we can share with them more information, including how to join any of these groups.



Living in Devon

Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink. Northern Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

> **"Devon didn't just top our rankings, it blew away the competition. Simply put, it has everything."**
>
> The Telegraph:
> England's 48 counties
> ranked from best to worst.

Vibrant cities

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly market towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

More information about the area and help with relocating can be found at www.royaldevon.nhs.uk/careers

Great for families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Contacts

The Trust welcomes informal enquiries.
Contact names are detailed below:

Medical Lead - Healthcare for Older People
Dr Aisha McClintock-Tiongco

Email - aisha.mcclintock@nhs.net

Community Hospital Consultant - Healthcare for Older People

Dr Suzy Hope

Email - suzy.hope@nhs.net

Senior Operations Manager, Inpatient Rehabilitation Units Sue Sanders

Email - sue.sanders@nhs.net, phone 07887 434406

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