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Royal Devon  
University Healthcare  
NHS Foundation Trust

# Consultant Information Pack

Consultant in Special Care Dentistry

 [royaldevon.nhs.uk/careers](https://royaldevon.nhs.uk/careers)

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## JOB TITLE

Consultant in Special Care Dentistry

## DATE OF VACANCY

April 2026

## BASE

Royal Devon and Exeter Hospital  
(Heavitree)

# A Warm Welcome

Hi, I'm Vanessa Purday, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for your interest in joining us. Having recently returned to the Royal Devon, where I began my consultant career, I can confidently say this is a Trust shaped by outstanding people, a positive culture, and a clear vision for the future.

It's an exciting time to be part of our journey. We have ambitious plans to meet the needs of our communities through a clinically led, digital-first approach. Innovation and research sit at the heart of this—from being the first Trust in the country to implement EPIC in the community to pioneering robotic surgery, our record speaks for itself.

The Royal Devon is a special place to work. As one of the largest healthcare Trusts in the country, 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 committed to building on this success and are seeking exceptional clinicians to join our dynamic and inclusive team here in Devon.

Good luck with your application and I look forward to meeting you soon.



Vanessa Purday

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*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.*



## Application and Advisory Appointments Committee

The posts are offered on a part-time basis (8PA). We are committed to flexible working arrangements, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

We welcome applications from established consultants and senior trainees who will be within six months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in Special Care Dentistry and have entered on the GDC Specialist Register prior to taking up the appointment

**“We are committed to flexible working arrangements, including job sharing.”**



## Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Consultant in Special Care Dentistry'. The successful applicant will join a dynamic team in the Community Dental Service, that has expanded over recent years; working alongside the Lead Dentist and supported by experienced Senior Dental Nurses, who lead a team of skilled dental nurses.

The successful applicant will be responsible for delivering comprehensive, advanced clinical care to patients with additional needs including patients with special dental requirements. This will include providing comprehensive dental care under local anaesthetic, conscious sedation and general anaesthetic

The post-holder will also provide leadership and support in the planning and provision of complex care for patients in our two main Dental Access Centres (Exeter and Barnstaple) and satellite clinics across Royal Devon. Dental care may be provided in community, hospital or domiciliary settings, as a flexible approach will be required in responding to the clinical care needs of these patients.

The department supports dentists wishing to specialise in Special care Dentistry and has successfully supported a number of dental officers

**“Inclusion is one of our core values, and we take pride in having a diverse workforce and a culture that respects everybody.”**

onto speciality training programs via national recruitment. The service works with the Peninsula Dental school and supports dentist trainees rotating within their respective Peninsula Training Programmes. There are ample opportunities for teaching and training throughout the Trust and the region. The Trust encourages involvement with research and national clinical audit.

The post is based across both Heavitree Hospital and Barnstaple Health Centre under the umbrella of Royal Devon. Royal Devon is a unique organisation with integrated acute and community services across North and East Devon. The acute hospitals provide a full complement of secondary care services for the local population, including emergency care, cancer services, maternity and paediatric services.

Devon provides a beautiful environment in which to live and work, with a wide variety of outdoor and cultural activities and excellent local schools. With National Parks and Areas of Outstanding Natural Beauty on the doorstep, the area offers an excellent quality of life.

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## Highlights of the role

**Research and innovation.** The Royal Devon is proud to be an innovative and research-active organisation. The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) and the appointee will be supported and encouraged to recruit participants to appropriate clinical trials. All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care. The successful candidate will be expected to participate in, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property, this must comply with Trust policy on Innovation and Intellectual Property.

**Training and development.** The post supports continued professional development. The post holder will be responsible for the supervision and training of students and trainees.

**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.

The department supports visits from the undergraduates from the university of Plymouth Dental School.

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

**On-call rotas.** The post holder will not undertake any on call duties.

**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. We can offer you accommodation to support a visit and a relocation package should you choose to come to Devon.

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 or arrange a visit to come and see us. 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 consultant 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](http://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), chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster) |

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 Surgical Care Group], the medical director is [Dr Karen Davies], the care group director is [Nicola Du'Gay] and the director of patient care is [Lucy Bates]. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee.

Organisationally, The Community Dental Service sits as a specialty within the Surgery Care Group. The Division provides a broad range of adult and paediatric surgical services to the population of Devon and when required from further afield including Cornwall, Somerset, Dorset and the Channel Islands. Approximately 47,000 elective and emergency surgical episodes of care are undertaken across the main Wonford site, Heavitree Day Case Unit and four community day-case units. Specialties provided include Trauma and Orthopaedics, General Surgery, Vascular

**More information about our structure and services can be found on the Trust website at [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk)**

Surgery, Urology, Ophthalmology, Plastics, Breast, complex Head and Neck Reconstructive Surgery and a comprehensive Oral and Maxillofacial Surgery service.

Our Community Dental Services are based at Royal Devon and Exeter Hospital, (Heavitree), Barnstaple Health Centre, North Devon District Hospital (NDDH), as well as 4 satellite sites (Okehampton, Exmouth, Honiton and Tiverton). Heavitree Hospital as a whole is an outpatient facility and is the base for services such as Orthodontics, Dermatology, Fertility, Occupational Health, Glaucoma, Pain Management, Day Case Unit and Renal Dialysis. |

The Community Dental Service provides the following streams of care: Special Care Dentistry, Paediatric Dentistry, Minor Oral Surgery, Conscious sedation & general anaesthesia, Urgent Dental Care and Oral Health Education & epidemiology

## **The Community Dental Service (CDS)**

The Community Dental Service has its main base at the Royal Devon and Exeter Hospital, (Heavitree) in Exeter.

The Community Dental Service team includes; 2 full time consultants (this post covering 1 maternity leave)

Mrs Camilla Boynton (Medical Lead)  
Mrs Rebecca Iles (Medical Lead)

In addition, 1 specialty registrar, 7 Senior Dental Officers, 2 oral surgeons (including 1 specialist, 5 Senior Dental Officers, 2 Dental Officers, 1 Dental therapist and 1 Dental Trainee who support the clinics in Exeter and Barnstaple.

Chairside support is supported by a team of experienced dental nurses |

## **Administration and secretarial support**

Administrative, secretarial and reception cover is provided by a team of 1 secretary, 6 reception staff and 1 team lead.

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 consultants 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

Further details are published in the job planning policy.

## Continuing professional development

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

## Revalidation

The Trust has the required arrangements in place, as laid down by the [Royal College of Surgeons], 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 Royal Devon is proud to be an innovative and research-active organisation. The appointee will be encouraged to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network (South West Peninsula) and the appointee will be supported and encouraged to recruit participant to appropriate clinical trials.

The department provides educational opportunities to undergraduate students from Peninsula Dental School in the form of visits to the department by third year dental students.

[All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specify compliance with the Research Governance Framework for Health and Social Care. The successful candidate will be expected to participate in, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property, this must comply with Trust policy on Innovation and Intellectual Property

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 by the department and are eligible for support from the University of Exeter Medical School.

## 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 consultants in the Community Dental Services are all involved in teaching students. The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely. ]



## Outline job plan

The post is based at the Dental Access Centre at Heavitree Hospital, part of the Royal Devon University Healthcare NHS Foundation Trust.

The appointee will undertake administrative duties associated with the running of their clinical work and will be job planned to do so.

Additional recognised responsibilities may be negotiated over time and would which come with their own PA allocation agreed through the job planning process and reflected within the appointee's job plan.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

### ON-CALL ROTA

This post does not require any on-call or emergency cover but all the consultants of the department are expected to coordinate planned leave to ensure a continuity of service, and to support where required for unexpected short notice absence of colleagues.

### EDUCATION AND TRAINING

The appointee will be expected to play a full part in the educational activities of the department. This will include teaching postgraduate trainees of all grades and undergraduate dental students during visits from Peninsula Dental School.

### GOVERNANCE

Clinical governance is organised at Specialty, Care Group and Trust levels. Currently the Community Dental Service occurs five times per annum in accordance with a trust wide format. This group reports upwards to the Surgery Care Group Governance Group as appropriate. At the time of writing Clinical Governance is being re-launched under the title of "Patient Safety Improvement Forum". It is anticipated that the transition to this new arrangement will be under way by the time of appointment to the current post. The successful candidate will be expected to take on the lead role as Clinical Governance Lead for the service. Where such activity creates potential new intellectual property, this must comply with Trust policy on Innovation and Intellectual Property

### SUPPORTING PROFESSIONAL ACTIVITIES

In accordance with the Trust Job Planning Policy all full-time consultants have 1.5 SPAs within their job plan.

### ADMINISTRATION

The appointee will undertake administrative duties associated with the running of their clinical work.

## **LEADERSHIP AND MANAGEMENT**

The appointee will be responsible for the leadership of their team as appropriate within the specialty. Specific leadership responsibilities for areas of the service will be agreed on an individual basis and will be detailed in the post-holder's job plan.

The appointee is responsible to the Medical Lead, Clinical Director and Associate Medical Director for the effective and efficient use of resources under their control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

This department welcomes and encourages innovation and the development of new ways of working and support would be provided to allow service changes where such changes could lead to improvements in patient care.

Consultant job plans are clearly timetabled and are scheduled and managed through Trust wide processes using "L2P" software. This post is available with a job plan attracting a 8PA part time contract, but this could be reduced to a core part time job plan for a suitable candidate. The role will involve regular clinics and general anaesthetic lists in North Devon, for which travel time will be given. Travel time from main base to North Devon District Hospital is categorised as Direct Clinical Care time. Tuesday morning clinics are four hours and afternoon clinics are three hours

## PROVISIONAL TIMETABLE

The timetable has been drafted with the aim of meeting the current needs of the service, and coordinating the presence of the appointed Consultant with the schedules of the existing Consultants. In this format the job plan would attract 8 PAs. Flexible working and part time job plans amounting to fewer PAs would be subject to negotiation.

Day	Morning	Afternoon
Monday	Barnstaple	Barnstaple
Tuesday	Heavitree Clinic	SPA
Wednesday	Off	Off
Thursday	SPA 7:8 / Heavitree GA list 1:8	Admin
Friday	Heavitree clinic	Heavitree clinic 1:4 / Audit and Governance lead 2:4

# Person specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential attributes	Desirable attributes
<b>Qualifications and training</b>		
Professional qualifications, Professional training and memberships	<p>Degree in dentistry</p> <p>Evidence of completion of a comprehensive special dental care training programme at Specialty Registrar level or equivalent.</p> <p>Holds a NHSE performer number</p> <p>Full GDC registration &amp; licence to practice.</p> <p>Must be on the Specialist Register by the time of commencement in post.</p>	<p>Distinctions, Prizes, Scholarships.</p> <p>Degree in leadership / business management or can demonstrate equivalent experience</p> <p>Post graduate dental qualification/degree</p>
<b>Clinical experience</b>		
Employment	<p>Extensive experience in Special Care Dentistry and/or Paediatric Dentistry</p> <p>Experience of providing dental care to complex patients under conscious sedation and general anaesthetic'</p> <p>Career progression consistent with personal circumstances.</p> <p>Experience and skills in treating patients with <b>SPECIAL CARE NEEDS</b></p> <p>Evidence of leading clinical audits</p>	<p>Wide experience in primary dental care</p>
Clinical knowledge and skills	<p>Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems.</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need.</p> <p>Portfolio of practical clinical experience</p> <p>Caring approach to patients.</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>
<b>Non-clinical skills</b>		

<b>Requirement</b>	<b>Essential attributes</b>	<b>Desirable attributes</b>
Teaching	<p>Evidence of previous teaching &amp; training experience.</p> <p>Willingness &amp; ability to contribute to departmental &amp; Trust teaching programmes.</p> <p>Commitment to Continuing Professional Development and supporting others in their professional development</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, post graduate dentists and multi-professional groups.</p>
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.</p>	<p>Evidence of innovative development and implementation of guidance.</p> <p>Evidence of involving patients in practice development.</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p>	<p>Recent evidence of relevant research, presentations or publications.</p>
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	<p>Experience of formal leadership roles or training.</p>
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p>	<p>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p>

**Other requirements**

Motivation and management of personal practice	<p>Punctual &amp; reliable.</p> <p>Good personal organisational &amp; prioritisation skills. Achieves deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Ability to remain calm and work under pressure Adaptable and flexible attitude and able to work on different sites as required</p> <p>Driving licence with access to a vehicle to travel throughout Devon and the wider South West Region</p> <p>Commitment to continuing dental education.</p>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local, regional or national levels.</p>
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Requirement	Essential attributes	Desirable attributes
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

## Main conditions of service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). 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 Chief Medical Officer and managerially accountable to the Chief Executive Officer.

The postholder is required to have full registration with a licence to practice with the General Dental 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 Consultant Contract (2003). The current full-time salary scale ranges from £109,725 - £145,478.

## Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

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

## Indemnity

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

## Mentoring

New consultants 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.

## 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 interim CEO, Sam Higginson, 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

- Neurodiversity 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](http://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 (one hour), London (around two hours to Paddington) and Birmingham (under three 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.

## Support with relocation

Our People Teams will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

## Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

### Chief Executive Officer

Sam Higginson

Email: [penny.manley@nhs.net](mailto:penny.manley@nhs.net) (PA to Chief Executive and Deputy Chief Executive)

### Deputy Chief Executive Officer

Chris Tidman

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### Chief Medical Officer

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### Medical Director

Dr Karen Davies

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### Medical Lead

Camilla Boynton and Rebecca Iles

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### Senior Operations Manager

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### Operations Manager

Connie Harley

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### Executive and Specialist Recruitment Lead

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