



**Royal Star  
& Garter**

Care with courage



## Registered Nurse - Nights - High Wycombe

Candidate information pack





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# Welcome to Royal Star & Garter

Thank you for your interest in Royal Star & Garter.

Since I joined this fabulous charity in August 2009, I have been amazed and humbled by the passion and dedication of every member of staff. Our teams in our Homes are nothing short of exceptional in the care they deliver, while our teams in Central Services provide unrivalled support.

I am looking for someone really special to join our Registered Nursing Team. My ideal candidate will be someone confident in providing high quality nursing care to the amazing veterans that we support. It is a role that will suit a Registered Nurse who is driven and motivated and has the courage to go the extra mile for the residents.

We live our values in everything we do, and we're looking for people who share that commitment. At Royal Star & Garter, we invest in our staff, supporting their skills, behaviours, and wellbeing. Our comprehensive training and focus on professional development mean you'll be encouraged to grow and thrive. If you're passionate and dedicated, enjoy being a part of a supportive team, and want to make a real difference to others, I look forward to receiving your application.

Reggie Ballos  
Home Manager

## The role at a glance

Title: Registered Nurse Nights  
(equivalent to NHS Band 6)

Location: Royal Star & Garter,  
Hughenden Avenue, High  
Wycombe, Buckinghamshire,  
HP13 5GG

Reports to: Clinical Lead

Hours: 42 on a 2-week rolling work  
pattern

Salary: £53,202.24

More information:  
[highwycombe.jobs@starandgarter.org](mailto:highwycombe.jobs@starandgarter.org)

# Job description

Purpose

- Provision of the highest quality of care and service to residents in accordance with our Care Strategy, chosen model of care and values.
- Deliver effective leadership of staff on shift
- Support the Lead Nurses in the planning, implementing, monitoring and auditing of care

Key responsibilities

- Provide effective nursing care and clinical interventions to promote and maintain the health and wellbeing of residents at all times
- Effectively manage the shift ensuring all residents receive the highest standards of physical and emotional care and that this is documented in accordance with their care plan, our policies and relevant legislation
- Create and manage person centred care plans and risk assessments
- Act as a role model by working alongside health care assistants and promoting best practice
- Manage assigned care staff ensuring all processes and practices are carried out to a high standard, including but not limited to, supervision, appraisal, absence management
- Oversee the administration of medication mentoring care staff to ensure competence at all levels
- Champion a professional, open, values-based culture that empowers staff to deliver high quality care
- Effectively engage with visiting professionals advocating for our residents when required
- Proactively engage in the wider management of the Home for example ensuring residents are able to engage in any and all activities as they wish, driving a culture of cost consciousness and, stock management
- Undertake audits as identified within the clinical governance agenda and implement action plans to drive best practice
- Reporting incidents via the electronic system, ensuring a proactive approach to managing the incident and sharing the learning from this
- Work in partnership with residents and their families to ensure effective clinical treatment and wellbeing approaches are delivered
- Adherence to all legislation, professional codes and policies including, but not limited to, The NMC 'The Code, Health & Safety legislation, GDPR and all charity policies.
- Maintain a high degree of confidentiality at all times.
- Any other duties that may be reasonably required in line with your role as requested

## To apply

Send your CV and a covering letter (no more than 2 sides) outlining how you meet the person specification and what you will bring to our team

to

[highwycombe.jobs@starandgart.com](mailto:highwycombe.jobs@starandgart.com)

# Person specification

## Essential behaviours / characteristics

- Excellent at building positive relationships with colleagues
- Demonstrate warmth, compassion and understanding of older people with disabilities and physical care needs and, those living with a dementia
- Flexible, positive and proactive with a 'can-do' attitude
- Adaptable and innovative with drive, energy and passion to introduce new ideas and in a way that takes colleagues with you
- A commitment to personal and professional development
- Committed to our mission, values and to enabling outstanding care for the veteran community

## Essential experience

- A Registered General Nurse (RGN) or a Registered Nurse – Learning Disability (RN-LD) or a Registered Mental Health Nurse (RMN)
- Confident in using IT systems and supporting others to do the same

## Desirable experience

- Experience of and genuine desire to work in nursing and care of older people/ dementia care
- Previous experience of managing teams of health care assistants



## Our values



## With love



We carry out our work with love, care and compassion.

## Living positively



We are optimistic in everything we do, supporting veterans and their partners in leading happy, fulfilled lives.

## As a family



We work and live as one team, one family, one community.

## Standing in their shoes



We show admiration and respect for people and never forget what they have done.

## Take courage



We are not afraid to do what is right and what is needed.

# Offer



## Although we are a charity, we offer a generous package

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- £24.36 per hour, £53,202.24 per annum
- 42 hours per week. 2-week fixed term rota
- Permanent contract
- Equivalent of 25 days holiday including bank holidays (pro-rata for part-time)
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- Ten weeks full occupational sick pay before statutory sick pay
- Access to appropriate professional bodies and payment of membership fees after 6 months of employment
- Learning and Development – fully funded opportunities to support you in your role

# Conditions of employment



Any offer of employment made will be subject to the following conditions:

- Satisfactory references covering the last 5 years from at least two referees, including one from your current or most recent employer
- A pre-employment medical screening
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK
- Confirmation of NMC pin

Confirmation in post will be subject to:

- A satisfactory 6-month probationary period.

# About us



## Our mission

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Royal Star & Garter was founded in 1916 to care for the severely injured young men returning from the battlegrounds of the First World War. Today, our mission is to provide outstanding care and support that recognises the needs of veterans and their families.

## Our care

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We provide care, support and friendship for those who have had the courage to serve so that they can live well. We deliver that through high quality Homes, a range of services in the local community, by driving innovative practice and by setting the standards for others to follow. We offer:

- Nursing care
- Dementia care
- Short-break/respice care
- End of life care
- Day care
- Lunch Clubs
- Telephone Friendship Service

# About us



## Our future

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We are developing new services beyond our four Homes, including an outreach service to provide support in veterans' own homes and a community for younger veterans. We continue to reach more ex-Service personnel in residential care through the Veteran Friendly Framework. Our work to promote greater collaboration will deliver better outcomes for the Armed Forces community.

## Our knowledge

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We have over 100 years' experience in providing pioneering nursing and therapeutic care to veterans living with disability and dementia. We are committed to sharing our knowledge and skills with other organisations to promote better care for all veterans and older people. We partner with health care, military and academic organisations for the benefit of our local communities.

## Sharing our experience

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We are passionate about innovation in our care to improve the lives of veterans and their families. We have been championing the development of nursing associates in the social care workforce for several years and support many of our carers to develop new skills.

# High Wycombe

Our High Wycombe Home (rated Outstanding by the CQC) has been designed with comfort and wellbeing in mind. There are plenty of activities to enjoy, opportunities to socialise with friends, or simply relax in the spacious lounges and landscaped garden.



# Solihull

Our Solihull Home is rated Outstanding in all five areas by the Care Quality Commission. Loving, compassionate care is tailored to each individual and every detail designed for comfort and wellbeing, it's a place where residents and their families can truly feel at home.



# Surbiton

With its stunning foyer and relaxed, spacious lounges, our Surbiton Home offers a warm, friendly welcome. Highly trained staff provide specialist care in comfortable surroundings, where the focus is always on the individual.



And rated **'Outstanding'** in the care category.



# Worthing

Our Worthing Home places each person at the heart of their care, with personalised rehabilitation plans that promote independence, confidence and wellbeing. The dedicated team includes in-house physiotherapists and occupational therapists who offer hands-on support with warmth and encouragement.

