



**Royal Star  
& Garter**

Care with courage



# Senior Registered Nurse (Days) – Solihull

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 summer 2024 I have been amazed and humbled by the passion and dedication of every member of staff. Our teams in our three Homes are nothing short of exceptional in the care they deliver, while our teams in Central Services provide unrivalled support.

We strive to live our values in everything we do and we want the people who join us to do the same. We are committed to investing in our staff – in skills, behaviours and well-being. We have a comprehensive training offer for our staff and your continued professional development is important to us. We are looking for people who share our values, people with passion and dedication who want to work as part of a team, and people who want to make a difference to others. If this is you then I look forward to receiving your application.

Katie McCauley  
Home Manager

## The role at a glance

Title: Senior Registered Nurse

Location: Royal Star & Garter,  
Tudor Coppice, Monkspath Hall  
Road, Solihull, B91 3DE

Reports to: Home Manager

Hours: 37.5 per week, 12.5  
hours shifts, weekend  
availability required

Salary: £45,465.50

Contract: Permanent

More information:

[solihull.jobs@starandgarter.org](mailto:solihull.jobs@starandgarter.org)



# Job description

## Main purpose of the job

To provide high-quality, person-centered nursing care to residents, leading and supporting the nursing and care team in the delivery of safe, effective, and compassionate services. The Senior Nurse will ensure clinical excellence, manage complex care needs, supervise junior staff, and contribute to the overall leadership and smooth operation of the home, promoting residents' dignity, independence, and well-being.

## Key responsibilities

### **Clinical Leadership:**

- Lead and oversee the nursing and care team, ensuring high standards of resident care.
- Conduct comprehensive pre admission assessments, care planning, and risk assessments for residents.
- Deliver and oversee specialist nursing interventions, including wound management, pain management, medication administration, and palliative and end of life care.
- Work closely with the clinical Lead to maintain high standards of care provision.
- Act as a key liaison with GPs, multidisciplinary teams (MDTs), and external healthcare professionals.

### **Quality Assurance & Compliance:**

- Maintain CQC compliance, ensuring that all care meets regulatory and legal requirements.
- Conduct clinical audits, incident investigations, and quality improvement initiatives.

Ensure accurate record-keeping and documentation following NMC guidelines.

Proactive member of the clinical governance team, supporting the Clinical Lead and Home Manager to maintain engagement from all of the Clinical team.

Identify areas for improvement and implement action plans to enhance resident care.

### **Staff Management & Development:**

- Supervise, mentor, support and empower junior nurses and care staff.
- Lead clinical training sessions and competency assessments for staff development.
- Manage appraisals, and professional reviews.
- Provide clinical advice and support in complex care situations.

### **Resident & Family Engagement:**

- Act as a point of contact for residents and families, ensuring open communication and support.
  - Work closely with families to develop individualised care plans.
- Provide emotional and psychological support to residents and relatives





# Person specification

## **Essential behaviours / characteristics:**

- An 'engaged', visible, hands-on leader and professional role model, leading by example, sharing the vision and passion
- 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
- Willing to travel to undertake assessments and to the other Homes to share experience

## **Essential experience:**

- A Registered General Nurse with at least 3 years' experience
- An understanding of CQC regulations and the inspection process
- Proven ability to work to high standards and lead others to do the same
- Experience in confidently managing difficult situations
- Experience of and genuine desire to work in nursing and care of older people/ dementia care
- Confident in using IT systems and supporting others to do the same

## **Desirable experience:**

- Previous leadership experience

**We reserve the right to update and amend this job description to ensure it accurately reflects the role.**

**This will be agreed in consultation with the job holder.**



# Conditions of employment

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

- Satisfactory references covering the last five years including one from your current or most recent employer
- A pre-employment medical questionnaire
- Enhanced DBS Disclosure
- Proof of the Right to Work in the UK.
- NMC Check

## 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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- Salary of £45,465.50 (hourly rate £23.40)
- 37.5 hours per week (2 week rolling rota, covering weekends)
- Equivalent of 25 days holiday per annum
- Employer Pension Contribution of 7.5% with matching Employee contribution of 5%
- Life insurance of 3 x salary (until age 70)
- Ten weeks occupational sick pay before statutory sick pay
- Access to appropriate professional bodies and payment of relevant membership fees after six months of employment
- Learning and development – opportunities to support you in your role

# About us



## Our vision and mission

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**Vision:** A future where all veterans can live life to the full.

**Mission:** To provide an outstanding range of quality care and therapies to veterans and their partners living with disability or dementia.

## Our care

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We provide loving, compassionate care to veterans and their partners who live with disability or dementia. Our Homes in Solihull, Surbiton and High Wycombe offer specialist residential long and short break care. In addition we are developing a range of services to help us reach the wider military community including Lunch Clubs, Day Care and a Telephone Friendship Service.