

# Job description

## Job details

**Job title:** Consultant paediatrician for safeguarding children and perplexing presentations

**Job band:** In line with the appropriate pay framework

**Hours/contract:** Fixed term contract

**Department:** Nursing and quality

**Managerially accountable to:** Deputy director of nursing

**Professionally accountable to:** Chief nursing officer

**Location:** Chy Trevail, Bodmin (ICB headquarters). However there is flexibility to negotiate a base from our 3 main bases at Bodmin, St Austell and Truro subject to organisational needs and review accordingly. Wherever possible, the ICB supports a hybrid working approach which can involve a combination of remote and office-based work from more than one approved location. It is possible that the post-holder may be occasionally required to attend meetings at various locations within Cornwall and the Isles of Scilly and beyond this geographical area.

## Job summary and purpose

The main purpose of this role is to provide medical oversight and guidance of child protection cases where the child or young person has a perplexing presentation and or fabricated and induced illness and to enable other professionals to respond effectively.

The post holder will also provide training to colleagues about perplexing presentations in children and young people to colleagues working in health services and other agencies.

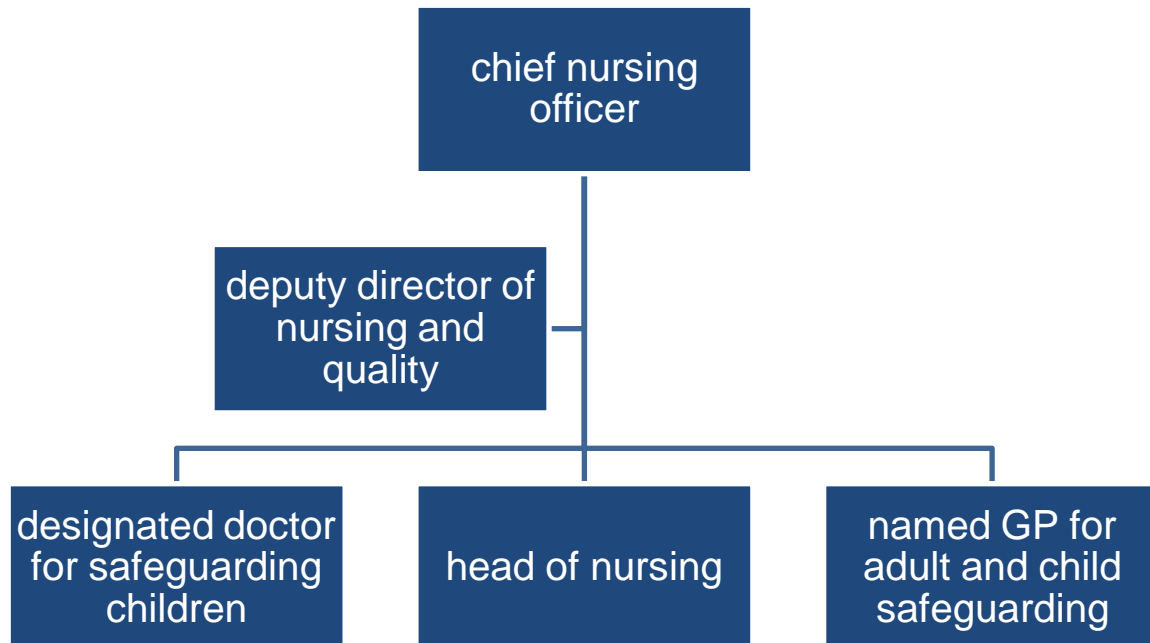
The post holder will be the professional lead for this area and be a source of expert advice to health colleagues, children's social care and other agencies in Cornwall. They will ensure that there is a full contribution from medical services for children and young people with perplexing presentations. They will give an independent view of the presentation and circumstances of these cases so that there is an appropriate and effective multi agency response when there are serious concerns about abuse and neglect.

Using clinical expertise, the consultant paediatrician for safeguarding will provide clinical advice and supervision to paediatricians and other medical practitioners.

## Organisation chart

This shows:

- The post holder will be line managed by the deputy director of nursing
- The deputy director of nursing also line manages the named GP for safeguarding children and adults and the head of nursing
- The deputy director of nursing is line managed by the chief nursing officer



## Primary duties and responsibilities

The interim consultant paediatrician for safeguarding is responsible to and accountable within the managerial framework of the CCG and will lead and support all activities necessary to ensure that organisations within healthcare services meet their statutory obligations and responsibilities to safeguard and protect children and young people when there are serious concerns about abuse or neglect of children who have perplexing presentations.

## Key working relationships

The postholder will be required to communicate and provide highly complex information to a wide range of internal and external stakeholders in relation to safeguarding children.

- designated nurse for safeguarding children
- designated nurse for looked after children and care leavers
- named GP for adult and child safeguarding
- head of nursing
- deputy director of nursing
- chief nursing officer
- named doctor for child death review
- named doctors and nurses for safeguarding in local providers

- executive and service leads for all services relevant to safeguarding children across Cornwall and the Isles of Scilly
- consultant paediatricians working in Royal Cornwall Hospital Foundation Trust and Cornwall Foundation Trust
- Cornwall Council safeguarding children professionals
- Isles of Scilly council safeguarding professionals
- director of public health
- service lead for public health nursing

The post holder is required to work with partners in the following ways:

- support collaborative working across NHS Trusts, GP practices and all organisations providing NHS care, and wider system partners
- commit to working and engaging constructively with internal and external stakeholders on a range of issues relating to safeguarding children, some of which may be contentious
- nurture key relationships and maintain networks internally and externally including national networks
- ensure expert advice, based on research and specialist experience is provided to services delivering healthcare across Cornwall and the Isles of Scilly
- support and provide supervision to senior safeguarding professionals working in the health community

## Primary duties and responsibilities

### Professional leadership and advisory role

At all times and in relation to the roles and responsibilities below, work as a member of the safeguarding/child protection team across the health community

Provide leadership, oversight and direction of those cases that are presenting as perplexing to health and wider agencies in the NHS Kernow area. The post holder will not hold and manage these cases, but will support and direct others to do so effectively, making recommendations for actions and interventions

Provide advice about safeguarding/child protection risks to organisations across the health community.

Ensure expert advice based on specialist experience is provided to professionals based on their knowledge of policy and procedures and the day-to-day management of children, young people, and families.

Provide support and supervision with conduct and the reporting of child protection medical examinations.

Provide advice (direct and indirect) to colleagues on the assessment, treatment, and clinical services for all forms of child maltreatment, particularly fabricated and induced illness.

Provide safeguarding/child protection health advice on policy and individual cases to statutory and voluntary agencies, including the police and social care.

To chair meetings for health or on behalf of the multi-agency team as requested or required when there are serious concerns about abuse and neglect for children who have complex health needs or perplexing presentations.

### **Expert clinical practice**

To be a source of expert knowledge on all aspects of practice in relation to safeguarding children, perplexing presentations and fabricated and induced illness.

Review the case history of children and young people who have perplexing presentations, making recommendations, supporting professionals to implement actions, evaluating the outcomes.

Support and advise other professionals on the management of all forms of child maltreatment, including relevant legal frameworks and documentation.

Assess and evaluate evidence, write reports, and present information to child protection conferences and related meetings if required.

Provide clinical advice, for example, in complex cases or where there is dispute between practitioners.

To provide professional support to medical professionals as required.

To provide reports to the CCG and the children safeguarding partnership about perplexing presentations and fabricated and induced illness.

Being a source of expertise for the multi-agency network in relation to the contribution of health to the safeguarding children process.

To ensure best clinical practice is implemented in the medical management of perplexing presentation and fabricated and induced illness cases.

### **Commissioning responsibilities**

Provide advice and expertise to the CCG about the way services are commissioned and how children who are experiencing fabricated and induced illness or perplexing presentations are supported, including making recommendations for service specifications.

### **Inter-agency responsibilities**

To ensure that appropriate mechanisms are in place which will promote and sustain effective working relationships between the providers, partner services and agencies in the development of safeguarding children practice in relation to perplexing presentations and fabricated and induced illness.

### **Education, training, and development**

Develop and deliver training packages about perplexing presentations and fabricated and induced illness for professionals working in health, and if required for professionals working in other agencies.

Provide advice on the safeguarding training needs and the delivery of training for health staff within organisations across the health community.

### **Coordination and Communication**

Liaise with, advise, and support health professionals across the health community.

Liaise with the local authority child protection and child in need practitioners to achieve best outcomes for children and young people.

Establish clear lines of communication with and between the health organisations, wider health community and other partner agencies.

Contribute to the maintenance and dissemination of knowledge in relation to safeguarding children within the multi-disciplinary teams.

Post-holder to communicate extremely sensitive and distressing information which may possibly cause offence or upset to parent/patient/clients regarding suspected child abuse and neglect. This information may be seen as controversial and may be open to challenge and would require highly developed negotiation skills.

Use analytical and judgement skills to make decisions on highly complex areas which may have unique characteristics or are made up of several components which may be conflicting.

Ability to analyse highly complex facts and situations and develop a range of options.

### **Governance, policies, and procedures**

To contribute to the health organisations' clinical governance agendas by setting, implementing, and evaluating best practice in relation to perplexing presentations and ensure that this informs all aspects of organisations' agendas.

### **Research, practice, and service development**

Evaluate and review current practice in relation to children with perplexing presentations and the scope for further developments in line with the requirements of

clinical governance, considering all relevant legislation along with national and local guidance.

Consider the findings of relevant published research studies and other documents and summarise the key messages when responding to concerns about serious abuse and neglect of children with complex health needs and presentations

Identify areas for collaboration in multi-agency audits/ research projects.

Be a resource for practitioners undertaking further study and/or research around safeguarding children and children in need.

### **Supervision**

Provide advice on case focused safeguarding children support and supervision for health staff in organisations across the health community.

Provide mentoring as required to the named doctors and executive leaders in health settings.

### **Freedom to act**

The postholder will be expected to work autonomously using their own initiative fostering critical relationships with internal and external stakeholders.

the post holder will be expected to work independently, taking broad health and social care strategies organisational policies and specific national and local guidelines and will establish how they should be interpreted and implemented in the organisation.

Able to make informed professional decisions autonomously when required working to tight and often changing time scales.

### **Working conditions and effort**

Unavoidable adverse working conditions:

#### **Physical effort**

- required to sit and concentrate for long periods of time
- carry heavy or bulky equipment such as or records
- may travel across the geographical area frequently
- use a computer daily for long or varying lengths of time

## Mental and Emotional Effort

- long periods of concentration are needed to read and analyse reports which are distressing
- required to support staff where there are child protection and domestic violence circumstances
- write documents and comment on strategic plans
- manage unpredictable and changing workload
- work to tight internal and external deadlines
- may be exposed to challenges from other agencies, families and professionals and colleagues
- identify through analysis potentially unfavourable issues that need to be communicated and addressed to colleagues
- work with and influencing staff across a range of agencies with different cultures and approaches
- deal with the emotional impact on staff during report writing, viewing medical photographs, and witnessing child injuries.
- negotiate with others over difficult decision making.
- Deliver short adhoc training on highly sensitive issues.

## Values

NHS Kernow expects all employees to demonstrate our values and the NHS core values as part of their day to day working lives.

### NHS Kernow values

- we believe in being honest
- we want to be innovative, agile, and brave.
- we are passionate about making a difference to people's lives
- we believe in strong relationships and supporting champions
- we will listen to people to understand their needs

### NHS core values

- respect and dignity
- commitment to quality of care
- compassion

- improving lives
- working together for patients
- everyone counts

## Corporate requirements and responsibilities

- To be responsible for ensuring compliance with NHS Kernow policies, procedures and contractual requirements including (but not limited to):
  - health, safety, and security
  - risk management
  - equality and diversity
  - NHS Kernow's, NHS or professional standards of conduct
  - corporate governance requirements and standards
  - General Data Protection Regulations 2018 and the confidentiality of all matters that you may learn relating to your employment and other members of staff
  - no smoking on NHS Kernow sites
- To ensure that you are 'culturally competent' in your leadership and line management of your team by actively promoting and living the NHS core values and NHS Kernow's mission, vision, values and aims
- Maintain personal and professional development to meet the changing demands of the job, participate in an annual appraisal and appropriate training activities, encourage and support staff development and training. To attend mandatory training
- Take appropriate responsibility to ensure that your objectives are aligned with team and organisational objectives
- To ensure that patient experience and safety is a central theme to all we do and an integral part of the decision-making process
- To demonstrate agility through adapting to the needs of the organisation by working flexibly in response to changing organisational requirements and priorities. This may involve working on other projects or in other teams as required

## Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a DBS check from the Disclosure and Barring Service (DBS) before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.



## Person specification

All requirements listed in this specification must be (a) essential to the post and (b) assessable within the selection process.

## Qualifications, training, and professional membership

Requirements	Method of assessment
<b>Essential</b> Qualified medical practitioner. Full GMC registration including license to practice. MRCP, MRCPCH or equivalent. CCT or CESR in paediatrics or evidence or undertaking Have completed specific post registration training in safeguarding and or child protection at master's level or equivalent Have substantial clinical professional training and experience relating to the care of babies, children, and young people, have recently practised in the field of safeguarding and child protection	Application
<b>Desirable</b> MSC in community child health or paediatrics MD/PhD or at the higher degree  CCT in community child health or equivalent	Application

## Knowledge and experience

Requirements	Method of assessment
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Requirements	Method of assessment
<p><b>Essential</b></p> <p>has achieved the competence is relating to the general paediatric training usually after two years of general professional training in paediatrics</p> <p>can demonstrate having achieved the competence is equivalent to higher specialist paediatric training usually including three years in community child health (usually after five years of higher specialist training in total)</p> <p>experience of joint working with education and social services</p> <p>training and experience in assessment of child protection cases</p> <p>understanding of local authorities and other key agencies involved in safeguarding children</p> <p>relevant clinical experience in the field of child protection and the law applying to children and in the court process</p> <p>Approved training in child protection and or safeguarding at level four of the intercollegiate guidelines</p> <p>experience of providing child protection supervision</p> <p><b>Desirable</b></p> <p>be currently clinically active in the field of safeguarding and or child protection as a consultant or equivalent</p> <p>training in forensic medical examination</p> <p>be working towards level five child protection competence as set out in the intercollegiate document</p>	<p>Application and interview</p>

## Skills and abilities

Requirements	Method of assessment
Leadership/ coaching and supervision skills	Application and interview

Requirements	Method of assessment
<p>Innovative thinker</p> <p>Advanced communication and analytical skills</p> <p>Computer literate</p> <p>Excellent communication skills, written and verbal</p> <p>Ability to demonstrate extensive understanding of safeguarding principles</p> <p>Negotiating and influencing skills</p> <p>Safeguarding investigation skills</p> <p>Critical incident investigation / analysis skills / Strong analytical skills and ability to consider the wider picture</p> <p>Ability to make calm rational decisions in challenging and emotive situations</p> <p>Ability to organise self and workload</p>	

### Personal qualities, behaviours and aptitudes required to demonstrate the values

Requirements	Method of assessment
<p>Honest, open minded, treats colleagues with dignity and respect</p> <p>Ability to be objective</p> <p>Capacity to work with clinicians and staff at all levels</p> <p>Exemplary standards of personal and professional conduct and behaviour</p> <p>Inspires others and leads by example</p> <p>Excellent communication skills</p> <p>Evidence of ability to influence and network effectively</p> <p>Solution-focused motivator</p>	Application and interview

### Additional circumstances

Requirement	Method of assessment
<ul style="list-style-type: none"> <li>A criminal record check satisfactory to the organisation.</li> </ul> <p>Need for DBS assessed: date</p>	

The attached job description has been agreed by the post holder(s), where appropriate, as an accurate reflection of the roles and responsibilities of the post.

**Post-holder name:** [Click here to enter text.](#)

Post-holder signature:

Date: [Click here to enter text.](#)

The attached job description has been agreed by the line manager.

**Line manager's name:** [Click here to enter text.](#)

**Line manager's signature:**

**Date:** [Click here to enter text.](#)