

## JOB DESCRIPTION

<b>Job Title:</b>	Specialist Learning Disability Nurse
<b>Band/Pay:</b>	6
<b>Department:</b>	Integrated Therapies and Nursing

Children and Family Health Devon has been tasked with catalysing the collaboration and integration across the full health, education, care and voluntary sector to have a long-lasting impact on every child and family's future health, happiness and aspirations. Children and Family Health Devon is part of an Alliance that is unique and brings together six leading providers of adult and children's community, acute and mental health services in Devon:

- Torbay and South Devon FT
- Devon Partnership NHS Trust
- Royal Devon and Exeter FT
- Northern Devon Healthcare NHS Trust
- University Hospitals Plymouth NHS Trust
- Livewell South West

....along with key voluntary sector organisations:

- Young Devon
- Vranck House
- XenZone

...and, academic partners:

- University of Exeter
- University of Plymouth
- Marjon University

This Alliance has designed a system-wide service model to deliver integrated, coordinated support wrapped around the child, young person and family. It has been specifically designed to respond to all elements of the commissioner's strategy and specification along with the vision and strategic direction of the STP. It builds on our strong relationships across education, health, social care and voluntary sector services in Devon, and, most importantly, it has been developed and refined in partnership with children, young people and their families/carers.

Our Children and Young People say...

*“We would like the people who work for Children and Family Health Devon to be understanding, patient and respectful. They should be trustworthy and make us feel safe and comfortable.*

*It is important that they use their skills and experience to listen carefully in a non-patronising and non-judgemental way. When staff are positive and friendly, they help to create an environment that is informal and without pressure”.*

The core value of Children and Family Health Devon is that all staff will actively seek the views of children, young people, parents and carers in a variety of ways and use this feedback to develop their own practice and support the development of the service as a whole. This aspect of the work will be central within all supervision and appraisal processes.

*Insert title of organisation/department e.g. **Learning Disability Service***



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## Job overview

You will have responsibility for actively participating as a key member of the Learning Disability Clinical team for providing quality services for the Children's Learning Disability Community Team .

## Main duties of the job

- Work within the Cognition and Learning Pathway both autonomously and jointly with members of the team
- Hold a Clinical caseload and will be expected to provide a variety of assessments and interventions for children and young people on an individual or group basis in a community setting.
- Deliver specialist assessment and management to a client group of children and young people experiencing a range of difficulties including those whose behaviour is perceived as challenging or a concern.
- Using a strengths based approach; ensure clinical effectiveness through the use of evidence-based interventions, goal-based, collaborative practice and Routine Outcome Measures.
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## Key Responsibilities include:

- Provide Specialist Learning Disability advice and support to other professionals Working within the model of a Positive Behaviour Support framework.(PBS)
- Provide a range of early help interventions across pathways such as emotional health and well-being, communication issues, including parent support/resilience.
- Provide Specialist Sleep assessments and interventions .
- Support individuals and their families to promote a model of self management of their own health and wellbeing.
- Facilitate Specialist Workshops in area's such as "Supporting Behaviour that challenges" & "Specialist Sleep Support.
- Supervise, and support Band 5 Learning Disability Nurses & Band 4 Learning Disability Support Assistants.
- Mentor and contribute to the training and development of newly qualified, and new staff members.
- Participate in the provision of student placements.
- To promote and support participation of service users across the service , ensuring the voice of the Child or Young Person with a Learning Disability is heard , using adapted communication when required.
- Work across other geographical areas as required to support colleagues according to need and demand.

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## The Service:

The Learning Disability Service is a Specialist service consisting of Learning Disability Nurses , Clinical Psychologists & Support Assistants who offer a range of services for children and adolescents with a diagnosed Learning Disability , from assessment and intervention to consultation, liaison and training for other agencies. The service can support Children & Adolescents with a moderate to profound Learning Disability, in conjunction with complex behavioural or Sleep issues related to this diagnosis.

## Detailed job description and responsibilities

### Communication and Working Relationships

- To communicate complex condition-related information from assessment to, carers, families and members of the multidisciplinary team/other professions in a way that is accessible and easily understood. This will include facilitating strategies for people with communication disorders where barriers to understanding may exist.
- To demonstrate empathy with clients, carers, families and colleagues, ensuring that effective communication is achieved, particularly where barriers to communication exist, or sensitive issues are being dealt with. Patient, carers and family will frequently have difficulty accepting the information provided.
- To form productive relationships with others who may be under stress and/or have challenging difficulties.
- To employ good presentation skills to promote multi-disciplinary and interagency liaison and collaborative practice to a broad range of audiences including other professionals and users.
- To write reports reflecting knowledge of paediatrics and learning disability that can be accessible to both lay and professional people.
- To contribute to clinical pathways both multi and uni-professional by discussing own and others input around client's needs, ensuring a well-coordinated care plan.
- To deal with initial complaints sensitively, avoiding escalation where possible.
- To demonstrate good negotiation skills across a range of issues.
- To be empathetic and reassuring in all communications.
- To communicate effectively with children and young people including the use of special communication techniques, e.g. sign language, PECS, or communication aids. To include writing bespoke reports and letters in a way that is accessible to each individual.
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### Responsibility for Patient/Client Care, Treatment and Therapy

- To be responsible for undertaking a range of formal and informal holistic assessments and negotiating functional goals with parents and school staff and providing training where appropriate to enable successful implementation of programmes within the setting and home.
- To use routine outcome measures and a goals based approach, collaboratively with service users, in ways that inform treatment and clinical care.
- To work closely with clients, carers, and families agreeing decision making relevant to the patient/client management.
- To co-produce clear specialist care plans based on best practice with children, young people and their families/carers.
- To ensure care plans are written in an understandable format for the child, young person and their family/carer.
- To provide appropriate interventions both direct and indirect within a Positive Behaviour

Support framework , and to evaluate outcomes.

- To undertake Specialist Sleep Assessment and intervention , providing evidenced based advice specific to the need's of Children & Young People with a Learning Disability.
- To demonstrate clinical effectiveness by use of evidence-based practice and outcome measures.
- To provide a range of brief interventions across the pathways such as behaviour support, sensory screening, Specialist Sleep support and interventions and mental wellbeing/resilience.
- To facilitate specialists workshops for parents , in key area's such as Sleep & support for behaviours that may be described as challenging.
- To participate in and support the LeDer programme across the South West.
- To increase awareness and promotion of 14 + Annual Health Checks for Children & Young People with a Learning Disability to help support the reduction of health inequalities in this cohort of young people.
- To ensure that all documentation and records are kept safe to ensure confidentiality
- To promote self-advocacy and to act as an advocate for children, young people and their families.
- To always consider safeguarding and child protection issues, following relevant policies and procedures and receiving safeguarding supervision as required.
- To produce reports on children/young people, in a timely manner, that convey the key findings of assessment and formulation and treatment outcome in a way that is understandable to the recipients of the reports, including children/young people and their families and referrers.

#### **Responsibility for Policy and Service Development Implementation**

- To provide children and young people with the opportunity to express their views in a way that is appropriate to their needs, to have their opinions taken into account and to be able to influence the shaping of services.
- To interpret and assist in the implementation of local and national guidelines, policies and procedures affecting the development of services for children and young people
- To follow their Employer's policies, procedures and guidance as well as professional standards and guidelines.

#### **Responsibility for Supervision, Training, Leadership and Management**

- Contribute to the delivery of a range of training opportunities, as appropriate using a broad range of technology to develop and deliver.
- Supervise the work of Band 5 Learning Disability Nurses, or Learning Disability Assistants
- To mentor and supervise newly qualified nurses as required.
- Access clinical supervision at the frequency determined by the organisation.
- To oversee the caseload management of junior staff and Integrated Therapy Assistants.
- To demonstrate the ability to target training (formal and informal) appropriately to the needs of course participants, reflecting and evaluating training provided.
- To participate in the Organisation's appraisal process.
- Ensure prompt action is taken in raising issues with regard to staff performance, sickness, attendance levels and any disciplinary, capability or grievance matters

#### **Information Technology and Administrative Duties**

Date last updated:  
AfC job evaluation ref:

<ul style="list-style-type: none"> <li>• To be responsible for accurate and timely inputting of data into relevant data collection system to ensure workload is accurately reflected.</li> <li>• To be responsible for the inputting of accurate and contemporaneous case notes on the relevant clinical systems in line with professional and organisational standards.</li> <li>• To have a sound knowledge of IT. □ To be computer literate.</li> <li>• To ensure all Employer's policies, procedures and guidelines are followed.</li> </ul>	
<ul style="list-style-type: none"> <li>• To complete all statutory and mandatory training as required by the employer.</li> <li>• To identify and manage risks through incident reporting when appropriate.</li> <li>• To take part in activities designed to improve service delivery or quality of care such as staff survey participation and service development.</li> </ul>	
<ul style="list-style-type: none"> <li>•</li> </ul>	

## PERSON SPECIFICATION

Attributes	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Relevant Nursing Qualification RNLD/RNMH at Diploma or Degree level.</li> <li>• NMC registration</li> <li>• Evidence of relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching / training experience</li> <li>• Relevant qualification in Learning Disabilities.</li> <li>• Positive Behaviour Support Qualification</li> <li>• Specialist Sleep Qualification ( such as Sleep Scotland)</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>• Specific understanding of the needs of Children and Young People with a learning disability.</li> <li>• Knowledge of current good practise and recent national papers relating Children and Young People with a Learning Disability.</li> <li>• Knowledge and evidence of implementation of therapeutic assessments and interventions relevant to Children and Young People.</li> <li>• Knowledge and use of evidence based practise and outcome measures.</li> <li>• Well-developed knowledge and understading of legislation around SEND.</li> <li>• Good information technology skills &amp; knowledge of office based software (e.g. word processing, spreadsheets &amp; databases)</li> <li>• Experience and ability to assess health related issues with clients and their families.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnership working experience</li> <li>• Experience of developing resources to support positive behavioural changes.</li> <li>•</li> <li>•</li> </ul>

<b>Specific Skills</b>	<ul style="list-style-type: none"> <li>• Knowledge of Learning Disabilities and how this may impact a person's well-being, health care, social care and mental health needs.</li> <li>• Knowledge of Autism and how this diagnosis can impact on a person's health and well-being</li> <li>• Knowledge and Experience of working within a Positive Behaviour Support (PBS) framework</li> <li>• Experience of working with clients on Parenting Programmes and/or behaviour change programmes.</li> <li>• Experience and ability to complete assessments with a complex client group in a variety of settings.</li> <li>• Ability to audit and evaluate a programme of work.</li> <li>• Experience with working with hard to reach families.</li> <li>• Experience in supporting clients who present with behaviours which may be challenging.</li> <li>• Evidence of ability to make decisions under pressure and in stressful situations.</li> <li>• Ability to demonstrate advanced Clinical reasoning skills.</li> </ul>	<ul style="list-style-type: none"> <li>• An interest in Sleep processes and potential Sleep related health issues.</li> </ul>
<b>Requirements due to work environment/conditions</b>	<ul style="list-style-type: none"> <li>• Substantial proven ability to communicate clearly and concisely with members of the public, community groups and other colleagues</li> <li>• Well organised and ability to manage own time and workload.</li> <li>• Ability to work with Children using a variety of communication methods.</li> <li>• Well-developed analytical and reflection skills.</li> </ul>	



<b>Physical skills</b>	<ul style="list-style-type: none"> <li>• Car driver and willingness to travel between community venues and Client homes.</li> <li>• Out of hours work may be necessary to deliver programmes outside of normal office hours.</li> <li>•</li> </ul>
<b>Physical effort</b>	<ul style="list-style-type: none"> <li>• Ability to carry out assessment and interventions with Children and Young people who may have severe Physical, Cognitive, behavioural and sensory impairment and/or poor mobility.</li> <li>• The post holder may be required to sit in a restricted position whilst meeting with patients for therapeutic sessions for sustained periods of time several times a day.</li> <li>• S/he frequently may be required to access low chairs and if needs be sit on the floor to engage with and assess young children.</li> <li>• S/he may at times be required to manage and protect themselves and the environment from behaviours that challenge of highly anxious children</li> <li>• The post holder will be required at times to arrange furniture and set up rooms for functions such as group work, meetings or training sessions which will involve lifting and moving furniture and equipment.</li> </ul>
<b>Emotional effort</b>	<ul style="list-style-type: none"> <li>• Ability to support patients on both a one-to-one basis and in a group environment</li> <li>• Responsibility for patient care within a group setting</li> <li>• Developing close working relationships with the multidisciplinary team</li> <li>• Ability to motivate others in effective change</li> <li>• A positive attitude to personal well being</li> <li>• Awareness and understanding of confidentiality</li> <li>• The post holder will need to utilise their skills and ability deal with angry or distressed families and young people</li> <li>• The post holder may encounter high levels of distress and trauma.</li> <li>• The post holder will on a frequent and sustained basis, need a high level of skill and emotional containment in order to work with difficult situations with both children and their families or members of staff.</li> <li>• The post-holder frequently need to communicate results from assessments and support parents/carers and staff in demanding situations. Issues often relate to experiences of grief, loss and feelings of guilt or despair.</li> <li>• The post-holder will need to be aware of child protection policies and procedures.</li> <li>• The post holder will need on an ongoing basis the capacity to sustain a genuine level of empathetic engagement to work with</li> </ul>

	ambivalent, resistant and sometimes emotionally disturbed children and young people.
<b>Mental effort</b>	<ul style="list-style-type: none"> <li>• The post holder will need high levels of concentration for sustained periods of time during each day are required in order to complete required tasks such as planning and delivering care and or supervision, and other tasks; for example listening to staff, children, young people and family members, entering data on computer systems and attending meetings</li> <li>• The post holder will need to manage exposure to difficult, highly distressing or emotional circumstances and to work with children and young people who may have suffered from physical, sexual or emotional abuse and/or family breakdown.</li> <li>• The post holder will at times need to deliver difficult or complex information to children and their families</li> <li>• The post holder must have the necessary skills to manage the unpredictable nature of the client group. S/he will on a regular basis need to manage difficult and challenging behaviour</li> <li>• The position requires continuous and high levels of concentration and mental effort on a daily basis for long periods of time as all activity involves complex assessments, analysis, judgements and communication of complex ideas to other professionals and to families.</li> <li>• The Post holder needs to be proactive and innovative</li> <li>• Ability to work alone</li> <li>• Ability to work within a team</li> <li>• Responsibility of patient care whilst delivering education in a community setting</li> <li>• Ability to adapt and change to the evolving needs of a challenging public health provider service</li> </ul>