

JOB DESCRIPTION

Job Title:	Specialist Community Public Health Nursing – School Nursing
Band/Pay:	Band 6
Department:	0 to 19 Torbay Torquay ISU

0 to 19 Torbay – Torquay ISU



Job overview

The post holder will be a Specialist Community Public Health Nurse (SCPHN) School Nurse (SN) within the integrated 0 to 19 Torbay Partnership. They will provide the expertise, knowledge and resources to deliver the Healthy Child Programme (HCP) to families living within Torbay.

They will work with the 0 to 19 Torbay workforce to ensure pathways are followed in supporting children, young people, families and carers.

The SCPHN-SN works autonomously and collaboratively to deliver a family centred public health service, taking responsibility for a defined population in partnership with the wider multi-disciplinary and inter-agency teams.

The job role includes the identification, monitoring and support to vulnerable children, including those whose welfare and safety may be at risk; working within child protection procedures and in collaboration with other agencies.

Main duties of the job

- The post holder will be flexible when providing care to meet the needs of clients
- Promote and lead on providing a strength asset-based approach to services delivered
- To value differences and individuality, showing respect to all when working with children, young people and their families and carers
- Develop effective client centred decision-making processes
- Diversity aware where there are barriers to understanding, such as hearing, mental capacity impairment and other difficulties of comprehension, and use adjustments and adaptations to communicate
- Use Knowledge of local area and services to benefit the client and their family
- To take a proactive role in quality and service improvement
- Follow trust policies and pathways and use discretion in interpreting them according to the setting and circumstances.
- The post holder will work closely with the 0 to 19 Torbay teams in providing joined up care to clients
- The post holder will be required to maintain constructive relationships with a wide range of internal and external stakeholders
- The post holder will work closely with TSDFT Children's Safeguarding team

About your new team and department

0 to 19 Torbay is a partnership between TSDFT and The Children's Society and Action for Children.

These services have come together to provide a universal service to children, young people and their families in Torbay.

We do this by:

Working together with statutory and community services

We will strengthen our relationships and work with partners to build on what works well and ensure no child 'slips through the net' working together more effectively to identify neglect, prevent it and intervene early.

Through supporting the whole family and building on strengths

When working with a child or young person we will consider their family relationships, the role of adult behaviour and the wider context such as friends and the local community.

By giving children the best start in life, to stay well and thrive

Before and after birth we will support parents and babies to create the conditions where stress is reduced, positive bonds and attachments can form, and language and communication skills develop.

Being baby, young person and family friendly

Ensure services are equipped to support families with feeding and developing close, loving relationships, ensuring that all babies get the best possible start in life (BFI) and to take young people's needs into account (You're Welcome).

Broadening the skills of the workforce

Trauma and adversity are significant risk factors for poor health and wellbeing and reduced life chances over the course of a lifetime. Therefore, developing our approach to become a trauma informed workforce and services is important to ensure that people affected by trauma and adversity receive the best possible care and support and that responses to their needs are safe, effective, person-centred and trauma informed.

Detailed job description and responsibilities

- To work towards and aspire to meet the Key Performance Indicators (KPIs) agreed annually with the commissioners of the SCPHN school nursing service in Torbay
- To be able to communicate with and relate well to a wide variety of individuals and groups, including children, young people and their families, using high level interpersonal and communication skills to provide and receive complex and often highly sensitive information, e.g. domestic abuse, child protection, children with additional needs
- The Post holder will use advanced listening, probing and facilitative skills to assess health needs
- To be able to produce verbal and written reports to a high standard, such as may be used in court, as well as producing presentations and briefings for other team members
- To be aware of and respect responsibilities involved in the confidential nature of the work and have an awareness of complex issues surrounding confidentiality and consent for all clients
- To initiate, plan and co-ordinate clients' care in consultation and collaboration with other professionals and agencies involved in providing services to children and their families
- To delegate appropriately to a skill mixed team
- To coordinate child health promotion surveillance programmes, recognising deviations from normal and refer appropriately
- To participate in health plans for children under the SEND agenda and complete Health Plans for children with significant health issues in school
- In collaboration with the members of the multi-agency team, to work with families where children are at risk of significant harm or are in need, assessing, planning and delivering care. This includes participation in Child Protection Plans agreed at multi-disciplinary case conferences. To offer evidence-based advice and refer to the Named Nurse, Safeguarding Children, and other agencies where appropriate, in line with Safeguarding Children Policies and Procedures, including court reports
- To profile the health needs of an identified population, allocating resources effectively and evaluating the outcomes of interventions implemented
- To be visible in the school so children and young people know how to contact the school nursing service and have an understanding of the service offer

- To work collaboratively with partner agencies and other services to re-assure, support and influence young people with sensitive and controversial issues that require excellent interpersonal skills, concise decision making and clinical judgment i.e. unplanned pregnancies, emergency contraception and complex sexual health needs
- To provide leadership by facilitating the professional development of staff and students through mentoring, preceptorship, supervision and teaching
- To maintain and develop own professional expertise by arranging and attending meetings, study days and in-service training, including mandatory training as agreed with the manager and professional lead

Planning and organisation

- Attend the 0 to 19 Torbay record keeping groups when required to do so.
- Support the collection and collation of data for the quarterly report on Key Performance Indicators to commissioners
- Complete and update risk assessments when required
- The post holder will have excellent organizational skills being able to prioritize effectively, completing and finishing tasks in a timely manner
- To participate in the setting of team and individual objectives
- To prioritise own and others' work, manage time effectively by utilising skills, knowledge and competencies
- The post holder will work according to standards, policies and procedures set out by the Nursing and Midwifery Council, Torbay & South Devon NHS Foundation Health Trust (TSDFT) and the local Safeguarding Children Board
- The post holder will be an active participant within the community in delivering the national and local public health agenda

Analytical and judgement

- Be able to use research to shape practice
- Define problems and develop solutions to resolve these
- Think creatively and make decisions with confidence and clarity
- Make decisions in a timely manner
- Use impactful analysis, applying experience and modifying to suit the situation

Responsibility and accountability

- Apply critical analysis to synthesis of complex information during the consultation to provide accurate advice and health information to clients in order to empower and enable them to act upon advice given
- Maintain an up to date awareness of current policies and use acquired skills in Public Health Nursing, safeguarding children, social care and other aspects of general health
- Be accountable for own professional actions as determined by professional bodies
- Be accountable for work delegated to others within the team, ensuring staff are competent to undertake delegated work
- Accurately document consultation notes within the electronic Health record, following NMC guidelines and 0 to 19 Torbay standards, in a timely fashion

Responsibility for patients and client care

- Participate in audits to evaluate the service offer reporting how the service is responding to need when required to do so
- Participate in reviewing incidence and complaints

Policy and service responsibility

- Contribute to the development of pathways in delivering care
- Participate in reviewing incidence and complaints
- To be able to conduct hearing screening and other developmental tasks
- To complete comprehensive Family Health Needs Assessments (FHNA) in order to plan, implement and evaluate programmes of care, including analysis, interpretation and comparison of options available to meet identified need
- To offer advice and support to parents in respect of the immunisation programme
- In partnership with the UK Health Protection Team and Public Health Team, to respond to local outbreaks of communicable diseases
- To adhere to standard operational policies and pathways for the 0 to 19 Torbay service and to monitor standards as required ensuring the highest quality of care
- To participate in working groups leading areas of service development, protocol and clinical policy development
- To contribute to quality assurance by complying with NICE guidelines
- Where appropriate, to engage in research and development in relation to public health nursing and the improvement of health and wellbeing, guided and assisted by the Trust Research and Development team
- To assess, plan, implement and audit provision of local and national health promotion campaigns

Responsibility for finance, equipment and other resources

- Be responsible for safe use and maintenance of equipment and supplies
- Be aware of the budget and ensure all effort is made to work within it
- To ensure that regular maintenance of equipment takes place

Responsibility for supervision, leadership and management

- Work with the management team within the Partnership to deliver training to staff ensuring agreed standards of work are adhered to
- Will be required to demonstrate own duties to students, new starters and/or less experienced staff
- Contribute to the Supervision of colleagues within the skill mix team
- Support teams in providing 48 hour safeguarding requests/welfare summary when requested by management
- Provide training opportunities for staff
- Participate as required in the investigation of incidents and complaints

Information technology and administrative duties

- Develop an excellent working knowledge of current IT systems
- Ability to use and maintain IT data bases and have a basic understanding of spreadsheets being able to save data safely
- Mobile working when required to do so

- Make sure information is available and delivered in a culturally sensitive way using appropriate IT systems to support this
 - Contribute towards the quarterly collection of data for the 0 to 19 Torbay Key Performance Indicators
 - To prepare and write referral letters and reports for a wide range of professions and agencies, in accordance with TSDFT information governance policy
 - Promote mobile working and use of other IT to improve efficiency in the team
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PERSON SPECIFICATION

Attributes	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Active registration on Part 1 of the NMC Register • Specialist Community Public Health Nurse (SCPHN) School nurse (SN) qualification • Evidence of continued professional development in the last 2 years • Safeguarding Children training 	<ul style="list-style-type: none"> • Educated at degree level • International Computer Driving Licence • Solihull Foundation course Mentorship qualification
Knowledge and experience	<ul style="list-style-type: none"> • Knowledge of 0 to 19 Torbay contract and Key Performance Indicators • Knowledge of Policies and Key Documents to improve health outcomes for children & young people • Ability to work as part of a team • The ability to manage constant change • Ability to be reflective on situations and show learning • Demonstrate the ability to remain focused on service delivery whilst dealing with an unpredictable, diverse and challenging workload • Understanding accountability and responsibility when delegating work in a skill mix team • Working with complex families • Managing challenging safeguarding situations 	<ul style="list-style-type: none"> • Demonstrate research skills in current role • Coaching skills • Change management skills • Project management skills • Knowledge of 0 to 19 Torbay commissioning arrangements

	<ul style="list-style-type: none"> • Lone working • Supporting SCPHN students 	
Specific Skills	<ul style="list-style-type: none"> • Excellent presentation skills with an ability to communicate highly complex information • IT literacy skills and ability to use Electronic record keeping systems • First line management skills • Time management skills • Demonstrate problem solving skills • IT Skills • Communication skills • Ability to manage conflict • Time Management Skills • Leadership skills 	
Requirements due to work environment/conditions	<ul style="list-style-type: none"> • Ability to travel short and long distances as required to carry out duties • Willingness to undertake professional development as required for this post • Ability to meet the transport requirements of 	<ul style="list-style-type: none"> • A full UK driving license
Physical skills		
Physical effort	<ul style="list-style-type: none"> • Be resilient and physically able to sit and move easily around the office space and teams • Be adaptable to different areas of working 	
Emotional effort	<ul style="list-style-type: none"> • Confident and competent in managing distressing & complex situations • Excellent interpersonal skills • Ability to be resilient • Ability to remain professional when challenging situations arise 	

Mental effort	<ul style="list-style-type: none">• Ability to manage complex issues and maintain professional integrity• Ability to cope with continuous change• Use of a computer for short and long periods of time
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