

## **JOB DESCRIPTION**

**JOB TITLE:** Specialist Community Public Health Nurse  
(Student School Nurse / Health visitor)

**GRADE:** Band 5

**BASE:** Community sites within London Borough of Hackney  
(LBH)& City of London (CoL)

**MANAGED BY:** Practice assessor

### **JOB SUMMARY:**

The post holder will undertake the required study with the affiliated university achieving outcomes in both practice and university-based learning. They will be required to work within the community setting, facilitated by the Practice assessor/supervisor.

The course is a full-time course comprising of an academic component (50% of the course) at University and Practical Placement (50% of the course) anywhere within the Community (Hackney and City of London)

The postholder is expected to work towards gaining the standards of proficiency for entry to the NMC register/recordable for Specialist Community Practitioner.

To gain the knowledge and skills and competence required to exercise higher levels of judgment, discretion and decision making in clinical care focusing on four broad areas:

- Clinical practice
- Community Engagement
- Clinical practice development
- Leadership in clinical practice

### **MAIN DUTIES AND RESPONSIBILITIES**

To work under the direction of the Practice assessor/supervisor, to complete the practical component of the designated programme, incorporating the appropriate attitude and applying theoretical principles in practice.

Complete theoretical component of the designated course, undertaking and completing appropriate assessments as set by the academic centre.

To demonstrate evidence based/ best practice considering own clinical confidence and competence.



Under the guidance of the Practice assessor/supervisor, undertake duties and responsibilities in respect of the service, maintaining effective channels of communication with the wider multi-professional team

Within a facilitated learning environment, develop critical decision-making skills that inform the development and delivery of quality care.

To contribute to the setting of caseload priorities in conjunction with other members of the Team, that reflects individual rights, equality, and diversity.

To demonstrate the skills required by identifying own learning needs in line with the curriculum and practice experience. Undertaking activities to seek out and coordinate experiences to meet these learning needs in collaboration with the Institute of Higher Education and the Practice assessor/supervisor.

The post holder to attain the academic credentials and the clinical skills required to practice as a NMC registered Specialist Community Public Health Nurse on a defined pathway.

To fulfil the requirements of the Specialist Community Practitioner programme by attending university course dates and practice placement days in accordance with the Trust and University regulations

To work with the Specialist Community Practice assessor/supervisor to develop the skills and competencies required to achieve NMC Registration Standards for Specialist Community Practice

With the support of the Specialist Community Practice assessor to link the theoretical knowledge gained through the university programme to the practice within the community.

To demonstrate an understanding of current and emerging National, Regional and local healthcare legislation, policies and guidelines as they pertain to chosen pathway

To develop knowledge of caseload, management, and team leadership

To understand to commit and champion equality, diversity, and inclusion throughout their work.

To be able to recognise own professional limitations

To be able to participate effectively in weekly team meetings. .

Liaise appropriately with partner agencies - always adhering to Trust policies

Communicate with children and their families in a sensitive manner and to liaise with other professionals to meet the clients' identified needs.

Utilise effective systems of communication to ensure continuity of care across caseloads/workloads





To ensure that child protection practice is informed by the requirements set out in 'Working Together to Safeguard Children', 'The London Child Protection Procedures' and 'The Child in Mind'

Communicates information effectively with others (patients, colleagues, lead nurse, other agencies)

Successful candidates are expected to remain with the Homerton Health care NHS Foundation Trust for a minimum of 24 months.

## **Further information**

### **Other Job Duties**

This job description outlines the current main responsibilities of the post. However, the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

## **Equality, Diversity and Inclusion**

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

## **Standards of English**

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

## **Health and Safety**

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are





individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

## **Trust Policies**

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.

## **Safeguarding**

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults' policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

## **Sustainability**

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

## **Smoke-Free**

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.

## **Living Our Values – How We Work at Homerton Healthcare**

At Homerton Healthcare we consider all our people as leaders, and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture



**Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice**

### **Personal**

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

**We will:**

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

### **Safe**

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

**We will:**

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

### **Respectful**

We will treat others as we would expect ourselves or our families to be treated and cared for.

**We will:**

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff

### **Inclusive**

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

**We will:**

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging



- have an anti-racist approach and tackle all forms of discrimination

### Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

**We will do this by:**

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult



**PERSON SPECIFICATION**

**POST: Specialist Community Public Health Nurse Health Visitor**

**BAND: 5**

**DEPT/UNIT Health Visiting / School Nursing**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>MEANS OF ASSESSMENT</b>
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>1st Level Registered Nurse and Midwife with current NMC registration degree 120 academic credits at level 5 (HE Diploma)</li> <li>You are required to present evidence of study in the past five years at HE level five or above.</li> </ul>		<b>AF/I</b>
<b>Skills/ Abilities</b>	<ul style="list-style-type: none"> <li>Ability to demonstrate effective communication and inter-personal skills ( self-awareness, body language, listening, clarifying, tact and diplomacy, ability to make self understood, sensitivity to others)</li> <li>Ability to respond and adapt to changing healthcare needs.</li> <li>Ability to make decisions and assess risks</li> <li>Ability to communicate clearly verbally and in writing</li> <li>Ability to establish rapport with team, client, carers and other agencies</li> <li>Effective team player ability to demonstrate effective partnership working</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate effective clinical problem-solving abilities</li> <li>Able to reflect on practice to make continual improvements</li> </ul>	<b>AF/I/T</b>



	<ul style="list-style-type: none"> <li>Ability to manage self, team members and workload</li> <li>To show empathy and perception in relation to a wide range of groups</li> <li>Able to be empathic, nonjudgmental and values the client</li> <li>IT literate (Word Document/Microsoft excel spreadsheet/Outlook)</li> </ul>		
<b>Experience</b>	<ul style="list-style-type: none"> <li>Varied general nursing experience</li> <li>Community Nursing experience</li> <li>Experience of working in an inner-city environment</li> <li>Health Promotion experience evidence-based practice</li> <li>Experience of working independently</li> <li>Experience of working effectively with other disciplines/agencies</li> <li>Implementation of research findings into practice</li> </ul>	<ul style="list-style-type: none"> <li>Experience of conflict resolution</li> <li>Experience of supervising and assessing students</li> <li>Experience in a leadership role</li> </ul>	<b>AF/I</b>
<b>Knowledge</b>	<p><b><i>Knowledge and understanding of NMC Code of professional conduct and the scope of professional Practice.</i></b></p> <p><b><i>Knowledge/understanding</i></b></p>		<b>AF/I/T</b>





	<p><b><i>of confidentiality issues</i></b></p> <ul style="list-style-type: none"> <li>• Demonstrate awareness of current Health Policy</li> <li>• Demonstrate interest in health promotion</li> <li>• Awareness of multidisciplinary and inter professional working</li> <li>• Demonstrate knowledge of current Child Protection legislation</li> <li>• Demonstrate an understanding of the role of the HV /SN</li> <li>• Awareness of developments in Public Health</li> <li>• Understanding of current policies relating to public health</li> <li>• Understanding about issues relating to equality and diversity Understanding about leadership</li> </ul>		
Other Requirements	<p><b><i>Commitment and adherence to the Equality Act</i></b></p> <p><b><i>Understanding of the Trust Values</i></b></p> <ul style="list-style-type: none"> <li>• Flexible approach to work</li> <li>• Self-motivated</li> </ul>		AF/I

Signed: .....





Position: .....

Mandatory components in all job descriptions are shown in *italics*

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

