

Job Title: Clinical Nurse Specialist Child Safeguarding

Band: 7

Managerial Reporting Responsibility: Named Nurse for Child Protection

Professional Reporting Head of Safeguarding
Mental Health and Learning Disability

Key working relationships:

Named Midwife Child Protection
Lead Nurse Adult Safeguarding
Lead Nurse for Mental Health
Learning Disability Liaison Nurses
Safeguarding Administration Team
Named Doctor Child Protection

Job Purpose:

To work closely with Named and Designated Professionals, the Head of Safeguarding and other professionals in the Trust Safeguarding Team in supporting all activities necessary to ensure that the Trust meets its statutory responsibilities in Safeguarding Children and Child Protection.

To participate in the Berkshire West Safeguarding Children's Board (BWSCB) activities, this may include sitting on BWSCB or sub committees as appropriate.
(These responsibilities are shared with Named and Designated Professionals)

To advise police, social care and other agencies on health matters with regard to safeguarding children in acute and community settings.

To provide access to supervision for nurses/ midwives across the service as required

To contribute to the achievement of the Trust business plan, targets and objectives.

Principal Responsibilities:

Managerial:

1. To support and advise the Head of Safeguarding and other professionals in the Trust Safeguarding Team regarding child protection matters, in conjunction with other Named and Designated professionals.
2. To advise the Chief Executive, through the Chief Nurse, in conjunction with the Named and Designated Professionals the Head of Safeguarding , Director of Midwifery and other professionals in the Trust Safeguarding Team whether there is an appropriate service for children who may experience all forms of child abuse. This will include neglect and for the taking of forensic specimens.
3. To contribute to the planning and strategic organisation of the child protection, safeguarding children services and domestic abuse for the Trust
4. To ensure advice is available on the day-to-day management of children and families, including unborn, where there are child protection, safeguarding children or domestic abuse issues or concerns.
5. To support and advise other professionals on issues related to child protection and safeguarding children, including participating in strategy meetings and case conferences.
6. To support and advise other professionals to present verbal and written reports to strategy meetings and case conferences
7. To participate in strategy meetings and case conferences, including the presentation of verbal and written reports to strategy meetings and case conferences.
8. To demonstrate court craft skills, where needed, through accessing the Trust legal services and facilities.
9. To participate in the Trust Strategic Safeguarding Committee and governance groups in order to achieve targets and objectives related to child protection.
10. Practice in accordance with the professional, ethical and legal codes of the Nursing and Midwifery Council, and Trust's protocols and guidelines. Be accountable for own practice and for the delegation of care he / she gives to more junior colleagues, support workers and students.
11. To provide access to supervision for nurses and midwives working with women and their families with complex social needs including safeguarding issues

Coordination and Communication:

1. Be an active member of the local health Named and Designated Professionals Meeting and other relevant committees and forums and work closely with the Designated Professionals and Named Professionals both within the Trust and across Berkshire West.
2. To work closely with the Head of Safeguarding and other professionals in the Trust Safeguarding Team and support the co-ordination and work of the Strategic Safeguarding Committee.
3. To work closely with the ED and Paediatric clinical teams, Poppy team and specialist midwife for substance misuse to provide support and advice as required.
4. To be an expert resource for ED, Paediatrics, Obstetrics, Midwifery and support staff on all matters relating to safeguarding children.

Policies and Procedures:

1. In conjunction with Named and Designated, professionals ensure that the Trust has appropriate child protection policies and procedures in line with national guidance and with Berkshire West Safeguarding Children Partnership guidance.
2. Co-ordinate and ensure that procedures are distributed, understood and implemented by alerting professionals of any changes made in the light of new local or national developments and policies.

Teaching and Training:

1. Liaise with the Chief Nurse, Head of Safeguarding and other professionals in the Trust Safeguarding Team, Named Doctor and Named Nurse, Designated Professionals and the Strategic Safeguarding Committee about the requirement and priorities for training.
2. Work with Named and Designated Professionals to arrange, develop and co-ordinate a range of child protection teaching and training suitable for all employees of the Trust.
3. Work with Named Professionals to devise and implement a Trust Training Needs Analysis and Training Plan.
4. Take a lead for the delivery of the child protection training for clinical and non-clinical staff, as identified in the Trust Training Needs Analysis and Training Plan.
5. Contribute to the delivery of multi-agency training where necessary
6. Utilise Information Technology systems to support appropriate and professional delivery of training, exploring a range of approaches
7. Monitor, audit and review training delivered to ensure a high, accurate standard is maintained and that it meets the needs of the staff and organisation
8. Participate in the maintenance of an accurate data base of staff that have successfully completed child protection training
12. Ensure arrangements are in place within ED, Paediatrics and Maternity
 - To identify staff required to update their knowledge
 - For staff who fail to update their knowledge or the required standard of competence.

Monitoring:

1. Advise the Strategic Safeguarding Committee, through the Child Protection Clinical Governance Committee, on the implementation of effective systems of audit in order to monitor the agreed local child protection policies and procedures.
2. Work with Named and Designated Professionals to arrange, develop and co-ordinate systems of audit in order to monitor the agreed local child protection policies and procedures.
3. Works with the Strategic Safeguarding Committee, to risk assess the Child Protection and Safeguarding Strategy for the Trust.
4. Work with Employee Relations department concerning safe recruitment and allegations management
5. Identify the need for and conduct case reviews (unless directly involved with the case, when it should be the responsibility of someone else).
6. Identify the need for and conduct internal management reviews (unless directly involved with the case, when it should be the responsibility of someone else).
7. Assist with the collection of data for rapid reviews and developing the chronology of such children and families (unless directly involved with the case, when it should be the responsibility of someone else).
8. Advise on the implementation of recommendations from child safeguarding reviews.
9. Advise the Chief Executive of the Trust and Board members (via Chief Nurse, Head of Safeguarding and Named Nurse CP) of their responsibilities to ensure that the performance indicators in relation to child protection are met.

Reporting:

1. Together with the Head of Safeguarding, Director of Midwifery and other professionals in the Trust Safeguarding Team, the Named Doctor and Named Nurse to produce an annual report for the Trust Quality Committee.
2. To provide monthly reports on safeguarding issues as requested by the Named Nurse
3. To provide updates for the as agreed to Head of Safeguarding Children (incorporating Designated Professional for Safeguarding and Children in Care) Berkshire West Clinical Commissioning Group

This job description is not exhaustive and will be subject to periodic review in association with the post-holder.

POLICIES AND PROCEDURES

The post is subject to the policies, practices, procedures and conditions of service determined by the Trust.

Medical Questionnaire

The appointment is subject to the completion of a satisfactory medical questionnaire which may involve a medical examination. The Job holder may also be required to undergo medical examinations in the future and/or at intervals stipulated by the Trust.

Equality of Opportunity and Diversity

The Trust operates an Equality of Opportunity and Diversity Policy and welcomes all persons without regard to age, ethnic or national origin, gender or sexual orientation, religion, lifestyle, presenting illness, marital or parental status or disability. It aims to ensure that no job applicant, employee or former employee suffers direct unlawful or unfair discrimination, or is disadvantaged by any conditions or requirements which cannot be justified.

Confidentiality

The post holder has a responsibility to comply with the Data Protection Act 1998 and Code of Practice on Confidentiality and Data Protection. Any matters of a confidential nature, including information relating to the diagnosis and treatment of patients, individual staff records and details of contract prices and terms, must under no circumstances be divulged to any unauthorised person or persons. Breaches of confidence will result in disciplinary action which may result in dismissal. Regardless of any disciplinary action taken, a breach of confidence may also result in a civil action for damages.

Information Security

The Job holder is expected to safeguard the confidentiality, integrity and availability of data, and ensure that Trust policies and statutory regulations are followed.

Fire

The post holder is required to comply with agreed fire procedures, taking the appropriate action if the fire alarm sounds, and to attend relevant training programmes as required.

Smoking

The Royal Berkshire NHS Foundation Trust has a Smoke Free policy. Smoking is not permitted in any of the Trust's properties or in Trust grounds.

Health and Safety Statement

The Trust has designated the prevention and control of Health & Safety as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

- 1) Provide leadership on Health & Safety risk issues across the organisation.
- 2) Be aware of and follow all Trust Health & Safety guidelines and procedures relevant to their work.
- 3) Participate in mandatory training updates.
- 4) Challenge colleagues who are not complying with Trust Health & Safety procedures and report to line manager.
- 5) Ensure Health & Safety prevention and control measures that are robust and evidence based are embedded in their working practice.
- 6) Understand local Health & Safety data and ensure relevant prevention control policies are adhered to.

Infection Control Responsibilities

The Trust has designated the prevention and control of infection and the full implementation of the Health Act (2006) as a core component in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

- 1) Following consistently high standards of infection control practice, especially with reference to hand decontamination, adherence to dress/uniform code and for clinical staff, aseptic technique.
- 2) Being aware of and follow all Trust infection control guidelines and procedures relevant to their work.
- 3) Participating in annual mandatory training updates.
- 4) Challenging colleagues who are not complying with Trust Infection Control guides and procedures and report to line manager.
- 5) Ensure infection prevention and control measures that are robust and evidence based are embedded in care delivery.
- 6) Understand local HCAI (healthcare associated infection) data and ensure relevant Infection Prevention Control policies are adhered to and aseptic technique followed correctly

Safeguarding Children and Adults

The Royal Berkshire NHS Foundation Trust takes the issues of Safeguarding Children and Adults very seriously. All employees have a responsibility to support the Trust in its duties by:-

- 1) Attending mandatory training on Safeguarding children and adults.
- 2) Being familiar with the individual and Trust requirements under relevant legislation.
- 3) Adhering to all relevant national and local policies, procedures, practice guidelines and professional codes.
- 4) Reporting any concerns to the appropriate manager or authority.

PERSON SPECIFICATION

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Short listing and selection of applicants for the above position **must** be made against the attributes listed below. It is **essential** that the attributes required for this position are not discriminatory.

ESSENTIAL	DESIRABLE
Education, Qualifications & Training	
<ul style="list-style-type: none"> Registered Nurse and/ or Midwife with significant experience of working with patients with vulnerabilities Mentorship qualification ENB 998 or equivalent Educated to 1st degree level/able to demonstrate evidence that is working at degree level/commenced degree pathway Understanding of professional and current issues in child safeguarding and protection in acute health services An understanding of the legislative framework related to child protection and safeguarding 	<p>Accredited Post Registration training in Child Protection</p> <p>Education qualification</p>
Experience	
<ul style="list-style-type: none"> Recent experience of working with children and families Experience of working with children and families who may present with complexities Leadership/management knowledge or expertise. Demonstrable experience in the field of child protection. Evidence of planning and delivering training to multi-disciplinary teams and groups of staff. Evidence of change management, e.g. development of new service and/or clinical initiatives for both professional and service delivery Evidence of Information technology skills Evidence of ability to write reports with varying degrees of detail and analysis. Ability to undertake risk assessment and analysis in relation to the provision of services. 	<p>Project management experience</p> <p>Evidence of working in multi-agency clinical services.</p> <p>Evidence of court craft skills</p> <p>Experience of working with vulnerable families</p> <p>Evidence of conducting investigations and providing verbal and written evidence and reports to appropriate meetings</p> <p>Evidence of organising and conducting audit.</p>
Skills, Knowledge & Abilities	
<ul style="list-style-type: none"> Demonstrates expert clinical skills in the assessment, planning, delivery and evaluation of care for children and families. Ability to work in a team 	<p>Demonstrates ability to think laterally, creatively and innovatively</p> <p>Experience of change management</p>

<ul style="list-style-type: none"> • Demonstrates good organisational skills. • Ability to work collaboratively with colleagues and peers • Articulate with highly developed interpersonal communication and presentation skills • Innovative and responsive to change • Demonstrates initiative, versatility and drive • Able to network and to build sound relationships with senior managers and health professionals within the Trust and external organisations 	
Other	
<ul style="list-style-type: none"> ▪ Understanding of Budget Management ▪ Computer literacy ▪ Cleared by Occupational Health 	<p>Published work</p> <p>Conference presentation</p>