

Job Description

Job title:	Community Learning Disability Nurse – respiratory health of people with learning disabilities from minority ethnic backgrounds
Band:	Band 6
Locality:	Specialist Services
Service:	Learning Disabilities
Base:	Across Preston and Pennine
AfC Ref:	
Hours of work:	37.5 hours per week

Reporting arrangements:

Managerially accountable to: Learning Disability Community Health Team

Professionally accountable to: Operational Manager, Project Clinical Leads

Job summary

The Learning Disability Service strives to provide forward thinking high quality services, working in partnership with other agencies and people with lived experience. To this end we have an exciting project focused on the respiratory needs of people with a learning disability and their families. Research and contemporary evidenced shows us that people with a learning disability from ethnic minority backgrounds die significantly younger (30 years) than their white learning disabled peers, and 50 years younger than white non-learning disabled peers.

You will be a Registered Nurse, with up to date knowledge, of health policy and legislation applicable to health inequalities and people with complex needs. You will have a special understanding of the health needs of people from ethnic minority backgrounds.

It is advantageous if you have personal experience and understanding of ethnic minority communities in Lancashire and a recognition of the needs of this community. Adaptability, good communication skills and self-motivation are essential. It is advantageous if you have skills in accessible information and an ability to speak another language, for example Urdu or Punjabi, and/or experience of using interpreters.

As an experienced clinician with proven skills in working and communicating with people who have complex health needs, you will be able to demonstrate that your practice is evidence based and innovative. You will have an understanding of the health needs of people from ethnic minority backgrounds and the prevalence of respiratory illness. You will demonstrate how public health interventions and co-production can reduce health inequalities.

The post holder will work closely with the Consultant Nurse and Advanced Clinical Practitioners to co-develop, deliver and evaluate a 12 month Nurse led project. You will have identified responsibilities, work closely with community groups, people with lived experience and other professionals in order to conduct the aims of this project.

You will work alongside the Advanced Clinical Practitioners, with a small defined caseload of people with a learning disability and complex health needs, and focus on a specific intervention (using the Decision Support Tool for Physical Health (DST-PH) to assess, ratify and respond to risk factors in regards to Respiratory illness.

The Decision Support Tool for Physical Health [DST-PH] has been developed to help identify people with a learning disability who are at increased risk of premature and preventable death. The aim is to assist clinicians identify underlying health needs and factors that contribute to poor health outcomes.

The DST-PH is a risk stratification tool that aims to reduce the need for acute hospital admissions with the intention of identifying and focusing interventions to improve health outcomes.

The risk stratification tool is designed to be user friendly and identify many areas of physical health risk based on evidence-based practice. The key aim of the tool is to direct clinical response to identified areas of physical health need within the community and reducing the need for Hospital admissions.

Key relationships

Service users, their families and/or carers.
Advocacy services
Social services (Local Authorities)
Local Council services
Supporting living and residential commissioned service providers
GP, Primary and secondary health care services
Respiratory Health services
Child health services
Educational services
Voluntary and independent sector services
Engagement and Experience Teams
Community & Faith Leaders
Consultant Nurse, ACP and Service Manager

Department chart

Key responsibilities

Communication and relationship skills

- Demonstrate advanced, flexible and creative use of verbal and non-verbal communication approaches, in order to communicate complex information relating to diagnosis, gaining consent, assessment and treatment.
- Demonstrate effective communication skills to engage with individuals who have varying degrees of learning disability and associated conditions; such as, communication differences, sensory impairment, challenging behaviour and emotional and psychological needs, and be able to synthesise these in the context of cultural differences.

- Ensure effective and confidential communication is promoted in relationships with stakeholders and in supporting individuals with a learning disability.
- Act as a positive role model for peers, colleagues and the wider organisation and be involved in an innovative nurse led project
- Present information in a professionally positive manner with confidence when meeting service users and partners.

Analytical and judgmental skills

- Have the skill to conduct risk assessments and analyse the functions of complex health needs within the individuals varying environments, in order to make recommendations where appropriate to inform future interventions.
- Demonstrate in-depth knowledge of and adheres to all NMC standards and Trust guidelines.
- Will undertake a leading role in the research and evaluation elements of the project under the guidance of Consultant Nurse and ACP.

Planning and organisational skills

- Contribute to the co-production and development of educational resources and training workshops, whilst delivering specific assessment and intervention for a small defined group of clients from ethnic minority backgrounds.
- To apply clinical interventions in accordance with the defined models of care/pathways applicable to the learning disability service.
- Maintain an accurate electronic appointment diary
- Ensure contacts are planned in a timely manner.
- Ensure individual care plans are formulated, reviewed and evaluated in a timely manner in partnership with the individual, their carers/families and the wider multi-disciplinary team.
- Discharge responsibilities in accordance with the organisation's lone worker policy.
- Will effectively delegate work and allocate to staff according to skills and competencies to meet caseload/service user/community needs.
- Will evaluate programmes of care and ensure all delegated clinical activity is completed in a timely manner.

Physical Skills

- The post holder will have IT skills (or be willing to undertake IT training) and adequate numeracy and literacy skills to perform the duties demanded of the post.
- You will deliver training within lots of different venues and community/cultural locations, so travel across the localities is required

Patient/ client care

- Manage, plan, organise and evaluate interventions within a defined caseload, and where appropriate, consult with members of the MDT and key stakeholders, supervise Peer Support Workers to ensure delivery of a high quality nursing service. Provide guidance around the needs of people from ethnic minority backgrounds, meeting the complex and diverse needs of the identified population.

- Lead and manage work with individuals, groups and stakeholders.
- Deliver focused, co-produced educational training sessions and evaluate the impact of these
- Be aware of, and follow the NICE standards/guidelines when planning and implementing interventions.
- Provide evidence based therapeutic interventions to meet the complex needs of the client group where there often exists poor motivation to change and complex factors at play.
- Adopt a person and 'family' centred public health approach which seeks to reduce risk and enhance health, through delivery of needs led, high quality evidence based care.
- Receive, screen and triage referrals and enquiries, gathering appropriate assessment information to determine the persons level of learning disability, eligibility to receive learning disability service support and identify the specific area of need.
- Work in partnership with other health care providers, statutory and voluntary organisations and family/carers, in the provision of a specialist learning disability advisory service, which promotes health and wellbeing and prevents ill health of individuals, families and communities, with a focus on the needs of people from ethnic minority backgrounds and those accessing respiratory services.
- Ensure complete, accurate and contemporaneous records are maintained in accordance with professional and organisational standards.
- Participates fully in statutory safeguarding of vulnerable children, young people and adults by providing leadership and managing risks.

Responsibilities for policy and service development

- Actively search for and promote awareness of health related needs and seek to facilitate health enhancing activities and influence policies which affect the health of the identified population.
- Attend and contribute to relevant forums and conferences in relation to the project, both internal and external to LCFT in order to share updates on the project and thus improve service delivery at a local, regional and national level,
Undertake mandatory and essential service training, and other learning opportunities identified within PDR in accordance with LCFT policy, maintaining records accordingly.
- Strive to deliver evidence based interventions.
- Adhere to legal and ethical frameworks and professional standards.
- Participate in future planning and evaluation of services.
- Implement and evaluate changes in policy, practice and service delivery to improve care.
- Actively work towards the attainment of national and local health targets.

Responsibilities for finance

- Consider the use finances and resources in the delivery of this project

Responsibility for human resources

- Manage staff to ensure the delivery of a high quality service, including appraisal (PDR)
- Ensure clinical, management and professional supervision is implemented in accordance with organisational policy.
- Act as a mentor within the team to support and facilitate learning needs of others

Responsibility for information resources

- Facilitate an active learning environment for all staff and students, incorporating preceptorship, mentorship and induction programmes.
- Be aware of the confidential nature of the work, adhering to policy concerning confidentiality at all times, ensuring security of documentation.
- Adhere to IT and information governance as required by the Trust.
- Complete timely returns on an individual level relating to activity and performance as required by the service.
- Will develop and deliver training and education to other professionals, pre/post registration students and inter-agency personnel.
- Will ensure the safety of trust property and resources to prevent damage or loss.

Research and development

- Will be involved, and where appropriate lead, research, audits and developments, related to the project within the service, in accordance with organisational research governance frameworks.
- Will provide statistical information and operational feedback as required and contribute to the provision of data toward the services defined outcome measures.

Freedom to act

- The post holder will discharge their responsibilities in accordance with the Trust Policies and procedures.

Person Specification

Description	Essential	Desirable	Assessment
Education/qualifications	Registered Nurse with current NMC Registration. Previous post-registration experience	Teaching/Mentorship post registration qualification e.g. SPQ or SCPHN	Application form
Knowledge	Knowledge and skills in the assessment / management of risk Knowledge and skills in meeting health needs of	Knowledge of contemporary health learning disability policy Knowledge of legal frameworks	

	<p>people with complex needs Demonstrates reflective practice. Demonstrates continuing professional development</p> <p>Advanced, flexible and creative use of verbal and non-verbal communication approaches, in order to communicate complex information relating to diagnosis, gaining consent, assessment and treatment.</p>	<p>applicable to the learning disabled population</p>	<p>Application form and Interview</p>
<p>Experience</p>	<p>Ability to support people who have a learning disability and/or Autism on an individual and group basis. Working with individuals who challenge.</p>	<p>Experience of working in community setting Experience of project development. Experience of managing others Change management</p>	<p>Application form and Interview</p>
<p>Personal</p>			
<p>Other</p>			

Effort factors

Physical effort What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
At times there will be requirement to carry IT equipment, i.e. Laptop, projector, resources to deliver training/clinics	Occasionally	To and from car and venue	Varied	None

Is the job holder expected to sit or stand in a restricted position?	How often?	For how long?	What activity is involved?
No			

Mental effort Are there any duties requiring particular concentration? Please detail.	How often?	For how long?
Writing clinical notes, letters, reports	Daily	2-3 Hours Daily
Are there any duties of an unpredictable nature? Please detail.	How often?	For how long?
No		

Emotional effort Does the job involve dealing with any distressing or emotional circumstances? Please detail.	Direct / Indirect exposure	How often?
Cases involved in safeguarding adults/children's processes.	Indirect	Fairly Frequent
Can be the professional that is required to raise a safeguarding concern.	Direct	Fairly infrequent
Supporting service users and families who are in distress.	Direct	Varies
Supporting service users who display self-injurious and/or aggressive behaviour to others.	Indirect	

Supporting staff who may be in distress	Direct	Fairly Frequent
Working conditions Does the job involve exposure to unpleasant working conditions? Please detail.		How often?
No		

Our values and behaviours

The values and behaviours represent what we, as an organisation and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with and reinforces, these values:

Values	Behaviors we expect
We are always learning	<ul style="list-style-type: none"> ✓ We pro-actively seek out opportunities to learn and support the learning of others ✓ We prioritise quality and safety and are open and flexible to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve
We are respectful	<ul style="list-style-type: none"> ✓ We are open and honest, trying our best to ensure people receive information in ways they can understand ✓ We seek, value and learn from diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do ✓ We take pride in our work and understand we are responsible for our actions
We are kind	<ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and pro-actively offer our support ✓ We care for our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is authentic and compassionate
We are a team	<ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and help others feel joy and pride in work ✓ We work well with colleagues across LSCft and in our partner organisations to enable patient centred, joined up care

Special conditions:

As a member of staff you have:

- Legal duties and responsibilities under health and safety legislation, plus a general duty to work safely and not to put others at risk, including colleagues, service users and visitors, as a result of any activity or omission at work.

- A duty to report any practice that you consider compromises standards of risk and health and safety. The Whistle-Blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire and South Cumbria NHS Foundation Trust staff employed within all environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire and South Cumbria NHS Foundation Trust staff employed within clinical environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to the local safeguarding

children's board, local safeguarding adult board and Lancashire and South Cumbria NHS Foundation Trust procedures for safeguarding and protecting children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data; both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to disciplinary action being taken.
- The Trust views its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of information governance and to complete the mandated training modules which have been agreed.
- The Trust places great importance on sustainable development, reducing its carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.
- All staff and contractors must follow Trust policies and procedures relating to infection prevention and control (IPC) including the Dress Code Policy. All staff have a duty of care in following best practice which is fundamental to IPC, which includes maintaining a clean and safe environment at all times. It is an expectation that Trust staff at all levels make IPC a priority as they perform their roles.

Promoting equality and reducing inequalities:

- You should understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.

- You should create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- You should uphold the Trust's commitment to health and wellbeing.



**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



**We are a
Team**