

Job Title:	Specialist Nurse for Looked After Children
Reports to (job title):	Designated Nurse Looked After Children
Line Manager to:	

Job purpose

The Children in Care health team, work with our partnership agencies striving to make positive changes and improve health outcomes for children in care. This role is a diverse role working closely with children and young people, their carer's, and other multiagency professionals. The role will incorporate delivery of high-quality health services, including statutory health assessments.

We are looking for an experienced band 6 Nurse (SCPHN desirable) who is a motivated, enthusiastic, innovative individual to work **25 hours / week** part time to join our team.

Your base will be at **Derby Court Trowbridge**, and working hours are typically **Monday-Friday 9am-5pm**.

We are committed to flexibility with hours and offer hybrid working to meet the needs of the staff, clients, and the service.

In the role you will enhance the ongoing development of the service; to promote and ensure delivery of high-quality specialist health care for children and young people placed in care.

You will be expected to work in the community, at the interface between health, local authorities, and partner agencies to drive forward the national and local corporate parenting agenda for the health of children in care.

You will be managed by the Named Nurse for Looked after children and work with the specialist health team, and admin support team.

You will have shared responsibility for a named geographical area but must be willing to work flexibly across the County and be able to work innovatively with young people with complex needs, their carers/parents, and social workers within the boundaries of the care system.

The purpose of this job is:

- To work with the Looked after nursing team and Partnership agencies to promote the health and wellbeing of ALL looked after Children and Young People who are placed in care.
- Work in partnership with residential children's homes and Foster carers to improve the health outcomes of children and young people; supporting the delivery of health care standards. This role will provide a valuable contribution to the wider safeguarding health agenda.
- To support the delivery of integrated health services to looked after children by working in partnership with other multi-agency service providers, co-ordinating the health contribution.
- The post holder will work autonomously and in collaboration with colleagues across the children's workforce to demonstrate improvements in health and wellbeing outcomes of children looked after by Wiltshire Local Authority.
- The post holder will ensure that the Voice of the child clearly informs the delivery of services and their own practice.
- The post holder will work with the Named Nurse for Children Looked after and the wider Health Team to share good practice and delivery of high quality health services, including statutory health assessments which meets the health needs of children looked after.
- To provide specialist advice to carers and staff to improve health outcomes for this group of children and young people
- To develop programmes/ pathways that support young people in care to make healthy lifestyle choices to reduce the risk taking behaviours and optimise their health outcomes..
- To identify and plan for a holistic health care plan for looked after children and young people including unaccompanied asylum seekers who are subject to care planning arrangements by the Local Authority.
- To promote and improve the health of ALL children and young people in care by Providing direct health care, by enhancing local co-ordination and communication between children and young people, networking and signposting to services for Foster carers and care providers, residential units, semi-independent living providers, education, social care and any other voluntary agencies.
- To assess and formulate the health care plans for children in care who are a vulnerable group of children and young people to ensure their physical, emotional and social needs are met including addressing cultural diversity and health-promoting activities.
- The Post holder will act as a source of advice and support for care leavers ato support good health outcomes for care leavers.

Key responsibilities

Patient Client Care

Key Responsibilities

This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -

- To ensure timely Review Health Assessments (RHAs) for children in care are undertaken in accordance with key performance targets to ensure delivery of the commissioned service specification.
- To use evidence based practice to deliver high quality nursing care to young people in care: ensure that children and young people are supported to make healthy lifestyle choices.
- Follow local child protection procedures and practice guidance to safeguard children and young people in care
- Attendance and contribution at relevant multi-agency meetings for children in care, to include review of arrangement meetings, professional and strategy meetings to improve health outcomes and care planning.
- To deliver holistic health assessments and healthcare to this vulnerable group which complies with the standards within 'Promoting health of looked after children' DH, 2002 (2009 guidance when revised)
- Improve the coordination of health care for children and young people in care placed within Wiltshire; support their access to appropriate health services within the community and secondary care.

Management:

- To assist with monitoring the quality, acceptability and effectiveness of service provision as agreed by NHS Commissioners, partners and users.
- To contribute to the production, collection and monitoring of health data for Children and Young People in Care to inform key performance indicators for the service.
- To maintain records through electronic record keeping systems as agreed with the service.
- To demonstrate effective skills within the areas of negotiation and influencing, when working across statutory/voluntary agencies to facilitate the optimum outcomes for Children and Young People in Care.
- Contribute to evaluate the extent to which children and young people's views are informing the design and delivery of the local health service for looked after children and young people.
- With the Lead Nurse, develop policies and protocols for specific issues relating to the health of Children and Young People in Care.
- To actively participate in meetings and forums to promote and improve outcomes for Children and Young People in Care.

- To work in partnership with community, voluntary and statutory organisations providing innovative and alternative ways of engaging Children and Young People in Care to achieve their health potential.

Quality/Clinical Governance/Research and Audit:

- To actively participate in audit, and quality assurance.
- To work in accordance with Virgin Care Clinical Standards and Risk Management processes. This includes incident reporting, sudden untoward incidents and allegations and complaints management.

Professional Development and Educational Responsibilities:

- To maintain registration with the NMC and be professionally accountable for own practice, adhering to the NMC Professional Code of Conduct at all times.
- To maintain clinical expertise and professional development through personal study, training and where relevant attendance at local, regional and national continuing professional development activities.
- To undertake a professional development review on an annual basis.
- To access clinical supervision.

Clinical:

- Work with Looked after Children and Young People in Care providing early intervention and prevention work to improve child resilience and reduce risk of emotional harm.
- Undertake statutory review health assessments.
- Respond appropriately to the impact of adverse life events, including how family health history, mental health and parental lifestyle choices impact on the child's health and development.
- Apply knowledge of the physical, developmental, emotional and mental health needs/risks for looked after children and offer appropriate health promotion advice.
- Recognise the potential impact of a parent's/carer's physical and mental health or lifestyle on the wellbeing of a child or young person.
- Able to demonstrate an understanding of the inter-dependence between health, education and social care with regard to Children and Young People in Care.
- Able to share information appropriate, taking into account consent and confidentiality issues related to Children and Young People in Care.
- Children and Young People in Care to ensure health needs are met and form part of pathway plans.

Communication and Key Relationships:

- To effectively communicate with looked after children and young people, Parents, Foster Carers, residential Placements and other cares and the multiagency arena including education voluntary group.
- To be part of the Multiagency safeguarding hub (MASH) professional strategy discussions.

Responsibilities for People or Training

- Contribute to the delivery of training to inter-agency and foster carers and social care partners on the managements of health needs of LAC.

Able to contribute to inter-agency assessments, the gathering of information and where appropriate analysis of risk. Support transition arrangements to adult services for

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none">• Inspire• Understand• Communicate	<ul style="list-style-type: none">• Challenge• Improve• Learn	<ul style="list-style-type: none">• Accountability• Involve• Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will

be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Registered Nurse or Children's Nurse professional (or registered Health Visitor or School Nurse) or proven experience of assessing and reporting on the health needs of looked after children. Degree level or equivalent professional qualification.
- Significant relevant experience working with children/young people in the community delivering health programmes to vulnerable groups.
- Evidence of creating and maximising opportunities for partnership working and delivering integrated services.
- Clear understanding of the needs of Children and Young People in Care.
- Evidence of continuing professional development. Evidence of establishing innovative creative practice.
- Experience of engaging hard to reach groups, improving and sustaining health outcomes.
- High level of specialist knowledge and skills within area of clinical practice.
- Sound knowledge of safeguarding children issues.
- Excellent record keeping skills and communication skills.
- Ability to network and work as a part of a team.
- Solution focused with a 'can do' approach to overcome challenges.
- Ability to work in a complex challenging environment.
- Awareness of Data Protection Act and understanding of issues around consent, confidentiality and the implications of data protection relevant to their own role.
- Understanding of the impact of ante-natal factors and adverse life events on a child's development, physical health, emotional wellbeing, cognition and behaviour and able to respond appropriately.
- Knowledge of the increased vulnerability of this group to substance misuse, self-harm, sexual exploitation, criminality, teenage pregnancy, exclusion from education, mental, emotional and behavioural difficulties.
- Understanding of the specialist role of primary carers who do not hold parental responsibility.
- Substantive experience or inter-agency and collaborative working.
- Substantive experience of working with children and young people within a community environment.
- Current full driving licence and ability to travel across Wiltshire.
- Proven clinical expertise.
- Ability to work pro-actively across organisational and agency boundaries.
- Competent IT skills.
- Ability to recognise own stress and take measures to prevent it.
- Ability to work flexibly according to the needs of the service.
- To be motivated and engage in all constituents.

Desirable

- Specialist Community Public Health Nurse (Health Visitor or School Nursing) at degree level or professional equivalent.
- Experience of clinical supervision, mentorship and developing opportunities for lifelong learning.

Other requirements:

It would be an advantage if you held a qualification /knowledge in Contraception and Sexual Health due to the service's strong focus on young people's sexual health

If you have an interest in working with this diverse group of children and young people including unaccompanied asylum seekers and have the ability to make appropriate care planning recommendations that meet the needs of children and young people, we are keen to hear from you.

The Team is committed to the professional development of its members and successful applicants will have opportunities to access further training and to expand their clinical knowledge across a range of topics and develop evidence-based practice to improve outcomes for their clients.

Experience of safeguarding and multi-agency working is also key to the role. The team also take responsibility for children placed out of area. This includes undertaking the health assessment and/or liaison with other agencies and services, coordinating effective care and acting as an advocate where necessary.

Employee signature

Manager signature
