

Job Title:	BAND 6 SENIOR HEALTH INCLUSION NURSE (SCPHN)
Reports to (job title):	Healthy Family Team Leader
Line Manager to:	Band 5 Health Inclusion Nurses

Job purpose

Provide specialist health inclusion expertise within Family Help Teams, leading on complex health needs, strengthening multi-agency working and improving outcomes for vulnerable children, young people and families. Act as a key liaison between health services and Family Help services while supporting delivery of the Families First Pathfinder Programme.

This is a fixed term test and learn process, and the post holder will be expected to adhere to the test and learn principles. Thus all health inclusion workers will be required to contribute to this process, working together to improve outcomes, learning and refining processes, joint problem solving.

The Senior Health Inclusion Nurse will provide specialist clinical leadership for Health Inclusion Nursing services within the Families First model.

The postholder will lead on complex health inclusion cases, provide expert advice regarding safeguarding and vulnerability, coordinate multidisciplinary interventions and support the development of integrated family support plans.

The role functions as a Health Navigator across multiple agencies, ensuring children and families receive timely and coordinated access to healthcare and wider support services. The role reflects the health navigation and multi-agency functions described within Warwickshire's Pathfinder safeguarding arrangements.

The role will require the applicant to work across local authority locality bases and health teams

Key responsibilities

- Hold professional responsibility for a complex caseload of children and families experiencing health inequalities and barriers to care.

- Undertake specialist assessments and formulate plans for children and families with complex health needs.
- Lead on health-related elements of Family Help Plans.
- Deliver targeted interventions and coordinate support package delivery by band 5 team.
- Act as Lead Professional or Family Help Lead Practitioner where appropriate.
- Exercise professional judgement and autonomy in complex situations. [
- Provide specialist advice and consultation to Family Help practitioners and partner agencies.
- Participate in and contribute to group supervision and reflective practice.
- Support decision-making within multi-agency forums.
- Mentor Band 5 staff within the team, in terms of support, supervision, and line management.
- Act as a role model for integrated working and evidence-based practice.
- Develop and strengthen pathways across primary care, community, acute, mental health and voluntary sector services.
- Act as a key interface between healthcare providers and Family Help services.
- Identify gaps in service provision and unmet health needs, and address as required.
- Support families with the most complex barriers to accessing healthcare.
- Champion reduction of health inequalities.
- Design and deliver training on health inclusion, safeguarding, health promotion and the Healthy Child Programme.
- Build practitioner confidence through coaching and consultation.
- Raise awareness of wider determinants of health across Family Help services.
- Contribute to workforce development initiatives.
- Contribute to Families First "test and learn" service development activity.
- Participate in audit, research, evaluation and quality improvement projects.
- Analyse emerging themes and recommend service improvements.
- Support development of integrated service models and improved pathways.
- Contribute to performance monitoring and reporting requirements

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 flourish. 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.

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 (Adult, Child, Learning Disability or Mental Health)
- Community nurse/HV/SN team working experience
- Current NMC Registration
- Service development experience
- Audit and quality improvement knowledge
- Advanced assessment skills and skilled in clinical supervision
- Risk management
- Professional curiosity
- Evidence of post-registration development
- Evidenced skill in clinical leadership and Complex case management
- Service improvement
- Degree level qualification or equivalent experience
- Multidisciplinary working and Community-based practice experience
- Safeguarding practice experience
- Hold a full UK driving licence and have access to a vehicle for work purposes.

Desirable

- Leadership or management qualification
- Specialist Community Public Health Nurse (SCPHN) qualification
- Practice Assessor/Supervisor qualification
- Training or coaching qualification
- Health inequalities knowledge
- Family-centred practice and Family Help processes
- Experience within families first model
- Safeguarding qualification
- Clinical governance

Job Description

Employee signature:

Manager signature:
