

Job Title:	Children's Continence Nurse B5
Reports to (job title):	Clinical Team Lead - Continence
Line Manager to:	No direct reports

Job purpose

To deliver high-quality specialist bladder and bowel care for children and young people aged 0 to 19 years who experience continence difficulties. To assess, plan, implement and evaluate evidence-based interventions that promote continence, improve health outcomes and support children, young people and families to maximise their independence and quality of life.

The post holder will contribute to the delivery of a safe, effective and responsive children's continence service working in partnership with families, schools, primary care and multidisciplinary colleagues.

Base

TBA

Key responsibilities

Clinical Responsibilities

- Undertake comprehensive non-complex continence assessments for children and young people presenting with bladder and bowel dysfunction presenting with:
 1. Nocturnal Enuresis
 2. Day Wetting
 3. Constipation and Soiling
 4. Toilet training for children with additional needs and product provision
- Develop and implement individualised treatment and management plans.
- Monitor, review and evaluate interventions, adjusting care plans in response to changing needs.
- Provide assessment and treatment for:
- Deliver nurse-led clinics in community settings.
- Undertake home visits and school visits where appropriate.
- Provide advice regarding continence products and support access to relevant equipment.
- Recognise deterioration or complex needs and escalate to senior clinicians appropriately.
- Ensure that clinical practice is evidence-based and compliant with local and national guidance.
- Develop therapeutic relationships with children, young people and families.
- Provide education and support using age-appropriate communication methods.

- Communication and liaison with the local and wider multidisciplinary teams including but not exclusively: GPs, Paediatricians, Healthy Family Teams, school nurses, therapists, providers of early years and school aged education, social care professionals, safeguarding
- Produce clear, accurate and timely documentation and clinical correspondence.
- Maintain knowledge of safeguarding legislation and procedures.
- Identify and respond appropriately to safeguarding concerns and participate in safeguarding processes and multi-agency meetings when required.
- Promote the welfare and wellbeing of children and young people.

Health Promotion

- Promote healthy bladder and bowel habits.
- Deliver education sessions to children, families and professionals.
- Support self-care and independence.
- Contribute to public health initiatives linked to continence and healthy lifestyles.

Quality and Governance

- Maintain accurate electronic patient records.
- Participate in clinical audit, outcome monitoring and service evaluation.
- Report incidents in accordance with trust policy.
- Contribute to service improvement initiatives and quality improvement projects.
- Ensure compliance with infection prevention and control standards.

Professional Responsibilities

- Maintain active NMC registration.
- Practice in accordance with the NMC Code.
- Participate in clinical supervision, appraisal and professional development.
- Complete mandatory and specialist training requirements.
- Maintain professional knowledge and evidence-based practice.

General Responsibilities

- Work in accordance with Trust policies and procedures.
- Promote equality, diversity and inclusion.
- Maintain confidentiality and information governance standards.
- Demonstrate flexibility in meeting service needs.

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

- RGN and or RSCN with child and/or learning disability experience
- Current NMC Registration.
- Evidence of continuing professional development.
- Ability to engage positively with children and families.
- Good working knowledge of Child Protection policy & procedures
- Clear understanding of community health services
- Able to work autonomously & prioritise own work effectively
- Excellent verbal and written communication skills.
- Good organisational and time-management skills.
- Ability to work independently and as part of a team.
- Ability to prioritise workload effectively.
- IT literacy and electronic record keeping.
- Bladder and bowel health in children.
- Safeguarding children procedures.
- Infection prevention and control.
- Consent and capacity principles.
- Clinical record keeping standards.

Desirable

- NICE guidance relating to childhood constipation and enuresis.
- Knowledge of continence products and prescribing pathways.

Personal Attributes

- Compassionate and family-centred approach.
- Professional and reliable.
- Flexible and adaptable.
- Commitment to quality improvement.
- Ability to travel independently across the service area.
- Indicative Interview Questions and Scoring Guide
- Clinical Assessment