

Job Title:	Outreach Nurse for Coventry and Warwickshire Sexual Health Hub
Reports to (job title):	Outreach Lead Nurse
Line Manager to:	Not applicable

Job purpose

The main purpose of this role is to support the delivery and development of the Sexual Health clinical outreach across of across the Coventry and Warwickshire Hub.

The post holder will provide and monitor the clinical outreach provision by effective and collaborative partnership working, to ensure the sexual health needs of the community of Coventry and Warwickshire, in particular those who are at higher risk and hard-to-reach e.g., BAME, young people, LGBTQ+, substance misusers, sex workers, victims of domestic and/or sexual violence/exploitation, people with physical disabilities, learning disabilities, learning difficulties and Autism, homeless, newly arrived/displaced (including asylum seekers and refugees) etc. and work cohesively with specific stakeholders such as MIND, Turnaround, CGL, Haven etc. It will also include working with Voluntary Community and Social Enterprise Groups.

The post holder will support the Outreach Lead Nurse in designing clear direction to a dedicated outreach team. The role will work cohesively with clinic based colleagues and the Strategic Lead and the non-clinical team to deliver effective and safe services to patients.

The Outreach Nurse will also act as the conduit between Outreach and Clinic settings to ensure that any patients with complex sexual health needs are provided with a seamless pathway to have their needs addressed by the relevant clinician.

Overall, the Outreach Nurse for Sexual Health plays a crucial role in delivering clinical sexual health and continuously driving transformation within the Community, focusing on improving sexual health outcomes and reducing health inequalities within the population of Coventry and Warwickshire. By working collaboratively with a range of stakeholders and seeking clinical and health promotion, training and educational opportunities and areas of unmet clinical need, they can make a significant impact in reducing health inequalities and improving the sexual health and wellbeing of the community.

Key responsibilities

- Working as an expert practitioner within the outreach setting in a dual trained contraception and sexual health provision capacity
- Focus and lead on specific area (to be agreed) in improving access and clinical care for marginalised and hard to reach groups (sex workers and homeless including drug and alcohol services, Mental Health and Learning Disabilities, Young Persons and working closely with Voluntary services)

- Supporting the Outreach Lead Nurse in developing and implementing an outreach plan for sexual health services in Coventry and Warwickshire, in line with national and local priorities and local datasets and any partnership working with the Strategic Lead.
- Be a key part in the transformation of the sexual health system over the lifetime of the contract in relation to outreach provision and key relationships with the wider service and stakeholders.
- Working collaboratively with the Strategic Lead and Public Health teams to ensure alignment with the Health Protection Strategy and other health promotion initiatives.
- Supporting the Outreach Lead Nurse by working cohesively with the Strategic Lead, who will guide and support the identification of any key areas of potential focus for clinical outreach provision to drive improvements in sexual health outcomes, reduce health inequalities and building relationships.
- Identifying and addressing the clinical sexual health needs of hard-to-reach groups and areas with high levels of sexual health issues and developing and agreeing provision required.
- Use and understand the ongoing outreach activity/reporting/datasets to plan and roll out specific outreach activities dependent on need.
- Working alongside the Strategic Lead and Service Manager/Operational and Lead Nurses on the referral and pathway development and ensure that existing pathways for accessing sexual health services are well-established and that new opportunities for service provision are identified and implemented.
- Monitoring and evaluating the effectiveness of the outreach sexual health provision and initiatives and making recommendations for continuous improvement.
- Ensuring there is close working relationships with the Service Manager, Operational Leads, Lead Nurse and Medical Lead in exploring current practice, identifying areas for development, and planning the appropriate change using research and experience to evaluate the outcomes.
- Ensuring that they is a close working relationship with the Practice Educator to develop and embed robust clinical procedures, competencies, and training and induction programmes within the outreach team. Ensure that there is a sustainable programme for outreach team to have Protected Learning Time, Clinical Supervision and Reflective Practice and Peer Supervision and support.
- Supporting the outreach nursing team, Health Care Assistants (HCA) both pre- and post- registration nursing students in educational activities and assessments of learning within the outreach service.
- Supporting and driving forward outreach patient engagement initiatives and contributes to the receipt of patient feedback, and contributes to the learning and change and in relation to compliments and complaints. Deal with informal complaints raised in relation to the outreach service form both patients and stakeholders.
- Acting as a resource to the nursing and quality teams, working towards developing and maintaining quality standards to support performance monitoring, including related statutory/regulatory requirements and accreditations.
- Supporting the Outreach Lead Nurse, Service Manager, Operational and Lead Nurses and Medical Lead through the implementation of systems, control processes and risk management arrangements to support monitoring of compliance with clinical governance standards, other organisational policies and

processes and best practice requirements and utilise existing systems to record and monitor governance and risk information that impact on outreach provision.

- Supporting the Quality and Safety and clinical effectiveness of the outreach service by analysing national and international research and applying knowledge and understanding into practice.
- Networking nationally across other Sexual Health services and professionals and educators for the development of best practice.
- Motivating the team to ensure excellent performance and ensure that they are aware of the Coventry and Warwickshire Sexual Health Hub and teams' goals and objectives.
- Ensuring that there is a high level of professional practice within the Outreach Team and escalate to the Outreach Lead Nurse where required.
- Developing and maintaining effective communication channels and working relationships with the Practice Educator, Service Manager, Operational and Lead Nurses and Medical Lead and updating them of any issues regarding training and agree and lead the development and training needs in line with service requirements and direction and initiates change to support development and training plans and progress.
- Work closely with the Practice Educator to arrange meetings in relation to training and development and be able to cascade information and coach others to ensure a safe and high quality of care.
- Work with the Outreach Lead Nurse to ensure that there is robust reporting into the Quality and Safety meetings any updates and progress in relation to service.
- Attending and reporting into the team meetings of any appropriate issues that need to be cascaded to the team.
- Communicating highly sensitive, confidential, and controversial information regarding sexual health conditions and services to clients, staff and other agencies, which will require tact, empathy and persuasion as well as having to overcome barriers to understanding.
- Ensuring you are aware of performance objectives related to the outreach provision and eider service.
- Supporting the Outreach Lead Nurse in ensuring the outreach team are equipped with the right skills and knowledge base to assess, plan, implement and evaluate care, providing specialist advice and actively seeking evidence-based practice which will improve the quality of care and meet the needs of patients.
- A holistic approach to caring should be planned that will include the appropriate level of physiological, pathological, spiritual, socio-economic, and cultural aspects which influence the care of clients within your specific speciality.
- Promoting a culture of continuous improvement and innovation within the sexual health team, and supporting staff to deliver high-quality, person-centred care. Monitoring and evaluating the effectiveness of sexual health services and initiatives and making recommendations for improvement.
- Working alongside the Outreach Lead Nurse, Service Manager, Medical and Nursing teams to challenge existing practices, ensuring progressive solutions which consider models of best practice, are incorporated into service plans.

- Supporting the Outreach Lead Nurse and Practice Educator in the development of training and education initiatives to improve awareness and knowledge of sexual health issues.
- Collaborating with regional and national partners to share best practices and contribute to the development of sexual health policy and guidelines.
- Keeping up to date with developments in sexual health research and best practice, and incorporating this knowledge into service delivery.
- Deputising in the absence of the Outreach Lead Nurse

Partner agencies include (but not exhaustive)

- Termination of pregnancy Services across Coventry and Warwickshire
- HIV service and HIV partners
- Sex Worker Services
- Drug and Alcohol services – CGL
- BAME groups – BHA for Equality
- LGBTQ groups
- Looked After Children Services
- Childrens Services/ 0-19 services
- PIPS midwives
- Mental Health and Learning Disability Services
- Secondary Care providers
- Safeguarding
- Universities and Colleges across Coventry and Warwickshire including School Nursing
- SARC Services
- Asylum seekers

Key Areas - Representation at other identified group (not exhaustive)

- Health Watch
- Commissioners/Public Health
- ICB
- Cervical Screening Programme
- Early Years Partnership
- Family Nurse Partnership

- Warwickshire and West Midlands Police

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

Education/Qualifications

- Registered General Nurse
- CPD 326/327
- Letter of competency and experience in Implant
- Completed BASHH “STIF Intermediate Competency” or willing to work towards

Desirable

- Qualification Independent Nurse Prescriber
- Outreach Sexual Health Experience and working with hard to reach communities
- Willingness to undertake the training for IUD/IUS insertion.
- Possession of a teaching and mentoring qualification or willingness to undertake relevant training

Experience/Knowledge

- Experience of team working
- Evidence of professional development
- Excellent communication and interpersonal skills
- Effectively manage time and workload to ensure that both clinical and managerial responsibilities are met in line with the needs of the service.
- Ability to write reports.
- Computer skills

Personal Attributes/Other Qualities

- Reliable and flexible
- Ability to work well in stressful situations

- Autonomous with a collaborative style
- Demonstrates and seeks professional development.
- Must be flexible in regard to evenings and weekends in accordance to the needs of the service including clinic outreach and spoke venues.
- Demonstrate the application of evidenced based practice.
- Able to demonstrate a depth and breadth of current issues and policies within the organisation and have the ability to translate into practice.
- Autonomous practitioner working independently and in conjunction with other health care professionals.
- Evidence of teaching/mentoring students / groups
- Evidence of continued professional development. To undertake further training and academic qualifications as relevant to the role and service requirements, including mandatory training updates within required time frames
- Identifies own development needs and attend study days/courses as agreed with Service Manager as identified in Appraisal process.
- Experience of contributing to Quality and Safety including risk management
- Able to plan and organise own time and workload and cope with last minute changes.
- Provide education and training to other staff and students.
- Willingness to undergo education / training for both practice and service need.
- Willingness to work towards professional and performance objectives (appraisal).
- Substantial experience working within the Sexual Health and Contraception Speciality
- Able to analyse and interpret public health and local data and communicate findings to others in a relevant way
- Demonstrates motivation, reliability and commitment to team working and development of others.
- Flexibility, commitment, and adaptability.
- Clear understanding of the current contract and the contractual requirements.
- Can demonstrate an ability to value others' opinions.
- Enhanced DBS check
- Advanced keyboard skills

Other requirements:

Access to car and valid driving licence and willingness to travel across any of the 4 hub areas of the service and any spokes as required.



Job Description

Employee signature

Manager signature

