

We partner with the NHS and Local Authorities and deliver publicly funded health and care services the Virgin Way: high quality, commercially sound services and problem-solving. As a result, we can invest the proceeds in the communities they serve to make positive differences to people's lives and help secure publicly funded health and care for the future.



Job details

Job title: Specialist Community Public Health (Health Visitor) Band 6

Reports to: Public Health Team Leader

Role purpose

Specialist Community Public Health Nurses (health visitors) work within Wiltshire Children's Community Services to lead and deliver a high quality, proactive service for children and the 0-5 Healthy Child Programme. The aim of the service is to reduce health inequalities, safeguard children and improve outcomes.

Key responsibilities:

- **Public health lead for the health visiting skill mixed team within the defined population/locality area. Delivering the universal reach of the Healthy Child Programme, assessing health needs and identifying and implementing appropriate interventions for a personalised or targeted response utilising the skills of and delegating to the skill mix team in an outcome-focused context.**
- **To take responsibility for the outcomes of the children within the defined population and collaborate with key partners to address identified public health needs**
- **Develop and foster effective professional relationships and networks with families and other key partners.**
- **Provide families and children 0-5 with a service that promotes their physical, mental, emotional health and wellbeing. This will include partnership working with other agencies.**
- **To promote health and wellbeing through the universal reach of the healthy child programme and signposting. Referring/introducing to partner agencies as required.**
- **To contribute to multi-agency early support assessment of children and families and take on lead professional role where appropriate.**

- **To co-manage a caseload within a team of other health visitors acting autonomously and taking responsibility for the outcomes of those allocated for assessment, intervention and management.**
- **Understanding the concept of clinical governance and safeguarding. Using this knowledge and skills to identify, assess and safeguard vulnerable children and families.**
- **Exhibiting excellence in and role modelling the standards for Specialist Community Public Health Nursing practice for the supervision of learners and colleagues.**
- **Developing the health visiting service in the defined locality through proactive leadership and innovative practice to meet health needs.**
 - Working flexibly across organisational boundaries to contribute towards the identification of population health needs in line with Virgin Care's policies and priorities.

Leadership and Communication skills

- To develop a specialty within own working practice and act as a resource and lead to other health visitors through project development and further training.
- To use evidence based practice to develop and maintain high quality and cost effective standards for Specialist Public Health Nurse/health visiting practice.
- To provide management and leadership to community nursery nurses and other skill mix team members including allocation meetings, delegation of the mandated visits of the Healthy Child Programme, interventions caseload monitoring and support.
- To plan, develop and co-ordinate the public health agenda and interventions for the early year's population in the locality area for the skill mix team to deliver.
- To have a working knowledge of the Virgin Care policies and procedures and to implement them as appropriate. To participate in the development of new policies as required.
- To act as a champion and facilitate change within the health visiting strategy and participate in teams to develop practice and pathways to improve care processes
- To participate in staff appraisal and performance development planning process, identifying training needs of team members and to ensure appropriate training is provided and that training is utilised positively in practice.

Professional responsibilities

- To adhere to the Nursing and Midwifery Council (NMC) Code of Professional Conduct and be conversant with NMC Advisory papers. To maintain professional registration.
- To participate in the professional supervision of team members (in conjunction with Managers and Team Leaders) to ensure that standards are maintained and poor performance is addressed through developmental action plans, which are monitored and evaluated.
- To maintain professional relationships within Virgin Care and with other agencies.

- To work within Information Governance guidelines in the protection of data.
- To participate in mandatory training and to take responsibility for identifying own professional development needs and accessing appropriate training in discussion with line manager.
- To participate in the orientation and induction of colleagues, visitors and other staff.
- To foster the development of Virgin Care as a learning and teaching organisation.
- To participate in training programmes for pre-registration nurses, SCPHN and others on community placements.
- To participate in clinical supervision and facilitate the same for other members of the health visiting team.

Person specification

Essential	Desirable
Specialist Community Public Health Nursing qualification	Qualification in leadership and innovative practice
Current NMC registration on third part of the register	Experience in line management and developing teams
Experience in leading and working in health visiting teams	Experience of presenting policy and outcomes to commissioners and partners
Experience in leading interventions to improve outcomes and safeguard children and families	Experience of goal setting and managing interventions to meet outcomes. Experience in leading complex health needs requiring safeguarding and multiagency processes

<p>Qualification in practice supervising/assessing for nurse learners</p> <p>Working knowledge of the tools and programmes used in health visiting to improve outcomes for children.</p> <p>Car driver and use of car for work</p> <p>Ability to work with electronic health records and with IT systems</p>	
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About us

We've been part of the NHS since 2006. We partner with the NHS and with local authorities to provide high quality care and transform services to be sustainable for the future. We see more than a million people each year in community and primary care, social care and referral services across England.

- We're part of the Virgin Family, a worldwide family business spanning the globe which has invested more than £60m of its own money into our partnerships with the NHS
- Our shareholders have committed to re-investing any profits back into our partnerships with the NHS, including through a £100,000 a year innovation fund you can use to make a difference in your service.
- We're highly rated by the CQC. 97% of our services¹ are rated good or outstanding by the CQC and we're inspected more often – more than 80 times a year since 2013.
- We are one of just 22 organisations with a Government-backed quality award for our learning and development programmes run through our in-house development company, The Learning Enterprise.

Our values

- **We think** - Challenging ourselves and others on what we do, how we do it, fostering a culture of improvement.
- **We care** - putting people over process, treating service users like our own family, understanding and walking in the shoes of others.

¹ As at September 2020



- **We do** – cutting through bureaucracy and getting stuff done – holding ourselves and others to account for high standards and not just talking about change but delivering it.

Confidentiality and Information Security

As a Virgin Care 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 UK Data Protection laws 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 NHS Digital's 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

As a Virgin Care employee 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
- Adherence to the clear desk/screen policy
- Only using email accounts authorised by Virgin Care – eg @virgincare.co.uk, NHSmail etc. These should be used in accordance with the Sending and Transferring Information Securely Procedures and IT and Electronic Communications guidance
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person eg line manager, Head of Information Governance, Information Security Lead within and no later than 72 hours after identifying the incident
- Only using approved equipment for the use of Virgin Care 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 Virgin Care 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

Virgin Care is firmly committed to reducing Healthcare-Associated Infections. All colleagues are responsible for protecting themselves and others against infection risks, and ensuring a clean safe environment is maintained. All colleagues, regardless of whether clinical or not, are expected to comply with current Virgin

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.



Care infection prevention and control policies including Hand Hygiene and Maintenance of a Clean Environment. These policies must be followed to ensure patients are cared for in a clean environment and receive the highest standards of clinical care.

Colleagues must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) and Virgin Care policies and guidelines to ensure that we maintain a safe environment and safe working practices to protect service users, other colleagues and visitors. It is essential to observe strict fire and security precautions at all times. Ensure you know the fire procedures in your workplace; never obstruct fire exit routes or prop open fire doors. Always keep premises secure and check the identification of visitors or unknown persons in the workplace.

All staff have a responsibility to access Occupational Health, other staff support services and/or any relevant others in times of need for advice and support.

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

Virgin Care is committed to safeguarding, protecting and promoting the welfare of children and adults at risk of harm. We expect all employees to share this commitment by working to relevant safeguarding legislation, multi-agency procedures and Virgin Care policies and guidance which promote safeguarding and safer working practices across our services.

As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. All colleagues working directly with people using our services will support them to participate in decision making in accordance with the Mental Capacity Amendment Act 2019.

Medicines Optimisation Responsibility

All health care professional colleagues who are registered with a regulatory body, must comply with their regulatory body, including standards of professional practice / and conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Nursing or registered healthcare professionals

All staff are responsible for undertaking all aspects of medicines optimisation related activities in accordance with the company's medicines policies and procedures to ensure the safe, legal and appropriate use of medicines. All staff are responsible for maintaining their competencies in order to undertake the medicines optimisation activities.

Skilled non-registered staff

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

Policies & Procedures

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

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.

As a Disability Confident Committed company, we work in partnership with the Department of Work and Pensions (DWP) to provide facilities, work environment adjustments and technical solutions to make our business an inclusive place for all. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

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