

Job Title:	Strategic Lead
Reports to (job title):	General Manager
Line Manager to:	Strategic Support Officer

Job purpose

The main purpose of this role is to lead on the development of effective and collaborative partnership working and engagement, to ensure the sexual health needs of the community of Leicestershire and Rutland, 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.

The post holder will provide a clear direction and leadership for the development, implementation, and evaluation of sexual health across the Health System. This role involves collaborating with key stakeholders to identify current and emerging sexual health needs, developing innovative programs and interventions to address these needs, and ensuring the delivery of high-quality, evidence-based services that promote sexual health and wellbeing. Including working collaboratively with Public Health to ensure alignment on with the Health Protection Strategy and other health promotion initiatives.

The Strategic Lead will lead on specific projects such as condom distribution and direct the Strategic Support Officer in the coordination and sustainability of the programme across Leicestershire and Rutland. They will hold responsibility for ensuring the condom distribution programme significantly improves the volume of dispensations, maintains the training requirements including for those on the condom programme can hold professional conversations regarding healthy relationships, know how to obtain consent and identify safeguarding needs with a robust escalation embedded.

In addition, the Strategic Lead will line manage the Strategic Support Officer who will support the implementation and support the community pathways and engagement within areas such as condom distribution, supporting GP and Pharmacy where required and other key stakeholder including the enhancement and development of the primary care models and Women's Health hub and Child Exploitation services by ensuring seamless pathways and communication.

The Strategic Lead plays a critical role in advancing our mission to promote healthy and fulfilling sexual lives for all individuals.

Overall, the Strategic Lead for Sexual Health plays a crucial role in driving transformation and improving sexual health outcomes for the population of Leicestershire and Rutland . By working collaboratively with a range of stakeholders and seeking innovative solutions, they can make a significant impact in reducing health inequalities and improving the sexual health and wellbeing of the community.

Key responsibilities

- Developing and implementing a strategic plan for sexual health services in Leicestershire and Rutland in line with national and local priorities. Including driving the transformation of the sexual health system over the lifetime of the contract.
- Working collaboratively with Public Health teams and Commissioners to ensure alignment with the Health Protection Strategy and other health promotion initiatives.
- Identifying and engaging with stakeholders across health, social care, and the voluntary sector to drive improvements in sexual health outcomes, reduce inequalities and building relationships.
- Line management for the GP and Pharmacy Lead and Condom Distribution Officer:
 - **Strategic Support Officer:** Ensuring the post holder is performing in their role to significantly improves the volume of dispensations: maintaining the training requirements and professional conversation regarding healthy relationships, consent and safeguarding needed with young.
- Ensure regular meetings for any subcontracted services, i.e Non-Clinical Outreach provider to oversee the delivery of clinical requirements and appropriate governance arrangements are in place.
- Identifying and addressing the needs of hard-to-reach groups and areas with high levels of sexual health issues.
- Develop a new Communications Plan for Leicestershire and Rutland, and deliver a programme of health education events, local campaigns, a library of health promotion resources, aligned to key priorities and developed in collaboration with communities and partners, including respective local authority Public Health specialists and communications teams.
- Accountable for our social value programme of initiatives, ensuring we deliver internally and through a process of engagement and collaboration with our partners and aligning to and engaging with existing policies, mechanisms and strategies for delivering Social Value in Leicestershire and Rutland.
- Develop a co-production programme, working on a very granular basis with local communities and partners, listening to their experiences and using their voices to model service delivery.
- Lead on the 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.
- Leading and supporting the development of training and education initiatives to improve awareness and knowledge of sexual health issues, in conjunction with the Practice Educator role.
- Monitoring and evaluating the effectiveness of sexual health services and initiatives, and making recommendations for improvement.
- 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.

- Promoting a culture of continuous improvement and innovation within the sexual health team, and supporting staff to deliver high-quality, person-centred care.
- Leading/supporting local campaigns

Partner agencies include (but not exhaustive)

- Termination of pregnancy Services across Leicestershire and Rutland
- HIV service and HIV partners
- Sex Worker Services
- Drug and Alcohol services
- BAME groups
- LGBTQ groups
- Looked After Children Services
- Child Exploitation
- Childrens Services/ 0-19 services
- PIPS midwives
- Mental Health and Learning Disability Services
- Secondary Care providers
- Safeguarding
- Universities and Colleges across Leicestershire and Rutland including School Nursing
- SARC Services
- Asylum seekers

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

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

- Public Health Qualification or relevant experience
- Experience in sexual health and outreach service delivery

Skills/Abilities

- Clear understanding of the current contract and the contractual requirements
- Clear understanding of integrated and multidisciplinary working, and leadership skills
- Able to analyse and interpret public health and local data and communicate findings to others in a relevant way
- Able to manage own workload
- Able to work collaboratively with others and form good working relationships
- Good communication skills

Experience/Knowledge

- Experience of team working
- Evidence of professional development
- Evidence of leadership and management
- Excellent communication and interpersonal skills
- Ability to organise the work load, able to delegate and prioritise
- Ability to write reports
- Computer skills
- Experience of Strategic management – planning
- Line Management experience

Job Description

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.

Desirable

- Registered General Nurse/Social Worker/relevant role
- Post Graduate training in a relevant field
- Leadership/management qualification/ training
- Strategic management/experience qualification/training/experience

Other requirements:

Post holder must hold a current UK driving license and have access to a car on a daily basis for transportation to clinic bases, meetings, events both locally and nationally.

Employee signature

Manager signature
