

Job Title:	Family Brief Intervention Worker
Reports to (job title):	Band 6 School Nurse
Line Manager to:	n/a

Job purpose

The Family Brief Intervention Worker is a key member of the School Nursing team, supporting the delivery of the Healthy Child Programme for children and young people aged 5–19 years (and up to 25 years for those with Special Educational Needs and Disabilities).

Working under the direction of the School Nurse, the post holder will deliver evidence-based health promotion, brief interventions and delegated public health activities to children, young people and their families. The role aims to improve health outcomes, reduce health inequalities and promote healthy lifestyles through early intervention, education and partnership working.

The post holder will work across schools, community settings and family homes where appropriate, contributing to the delivery of universal and targeted public health programmes.

Key Responsibilities

Clinical and Service Delivery

- Support delivery of the Healthy Child Programme across Warwickshire.
- Assist with delivery of the National Child Measurement Programme (NCMP).
- Support Health Needs Assessments and follow-up interventions under the direction of a qualified School Nurse.
- Deliver evidence-based brief interventions relating to health, wellbeing and lifestyle.
- Provide age-appropriate advice and information to children, young people and their families.
- Support delivery of health promotion sessions within schools and community venues.
- Participate in drop-in clinics, group education sessions and community events.
- Signpost children, young people and families to appropriate services where additional support is required.
- Recognise safeguarding concerns and escalate appropriately in accordance with organisational policy.

- Maintain professional boundaries whilst working independently within community settings.
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Communication and Partnership Working

- Build positive relationships with children, young people, parents and carers.
 - Work collaboratively with School Nurses and the wider multidisciplinary team.
 - Develop effective partnerships with schools, education providers and external agencies.
 - Liaise with professionals including Health Visitors, GPs, CAMHS, Children's Services and voluntary sector organisations.
 - Respond professionally to enquiries from families and partner organisations.
 - Participate in multidisciplinary meetings where appropriate.
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Service Improvement

- Contribute to the ongoing development of the School Nursing Service.
 - Participate in service audits and quality improvement activities.
 - Support implementation of evidence-based practice.
 - Contribute to collection of service activity and outcome data.
 - Participate in team meetings and reflective practice sessions.
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Professional Responsibilities

- Work within agreed competencies and seek guidance where appropriate.
 - Prioritise workload effectively under the direction of the School Nurse Team Leader.
 - Participate in appraisal, supervision and mandatory training.
 - Maintain professional knowledge through continuing development.
 - Promote equality, diversity and inclusion throughout service delivery.
 - Act as a positive ambassador for HCRG Care Group.
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Information Governance

- Maintain accurate, timely and confidential records using electronic patient record systems.

- Ensure compliance with GDPR, Caldicott Principles and organisational Information Governance policies.
- Maintain confidentiality of service users and organisational information.
- Report incidents relating to information governance appropriately.

Health, Safety and Safeguarding

- Work in accordance with Health and Safety policies.
- Follow infection prevention and control procedures.
- Demonstrate safeguarding responsibilities appropriate to the role.
- Identify and escalate safeguarding concerns in line with organisational policy.
- Undertake lone working responsibilities safely.
- Report incidents, accidents and near misses appropriately.

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
• Inspire • Understand • Communicate	• Challenge • Improve • Learn	• 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

Qualifications

Essential

- Level 3 qualification in Health, Childcare, Youth Work or equivalent (e.g. NNEB, CACHE, BTEC, Assistant Practitioner Foundation Degree or equivalent experience).
- Evidence of continuing professional development.

Desirable

- Additional training relating to child health, health promotion or safeguarding.
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Experience

Essential

- Minimum one year's experience working with children, young people and families.
- Experience delivering health promotion or wellbeing interventions.
- Experience working within health, education or community services.

Desirable

- Experience supporting delivery of the Healthy Child Programme.
 - Experience working within School Nursing or Public Health services.
 - Experience delivering group education sessions.
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Knowledge and Skills

Essential

- Understanding of child development.
- Knowledge of health issues affecting children, young people and families.
- Understanding of safeguarding legislation and procedures.
- Knowledge of confidentiality, consent and information governance.

- Excellent communication and interpersonal skills.
- Ability to work independently and as part of a multidisciplinary team.
- Good organisational and time management skills.
- Competent IT skills including Microsoft Office and electronic record systems.

Desirable

- Knowledge of public health priorities affecting school-aged children.
 - Understanding of emotional wellbeing and mental health support for children and young people.
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Personal Attributes

- Compassionate and approachable.
 - Professional and reliable.
 - Flexible and adaptable.
 - Able to build positive relationships quickly.
 - Committed to improving outcomes for children and families.
 - Motivated to learn and develop professionally.
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Other Requirements

Essential

- Full UK driving licence.
- Access to a vehicle for work purposes.
- Ability to travel across Warwickshire.
- Ability to work flexibly to meet service requirements.

Job Description

Employee signature

Manager signature
