

Job Title:	Named Nurse for Children in Care BANES (AFC Band 8a)
Reports to (job title):	Regional Safeguarding (children and adults) and Looked After Children Lead.
Line Manager to:	Children in Care Nursing Team

Job purpose

To lead the Children in Care team and to ensure that the organisation meets its contractual responsibilities to Children in Care. This includes working collaboratively with the safeguarding team and partner agencies

This post is responsible for

- Leading and Managing the Children in Care team to ensure that BSW 0-19 team, HCRG Care Group meets its responsibilities for Children in Care

Base

St Martins Hospital Bath BA25RP

Key responsibilities

Be responsible to and accountable within the managerial framework of HCRG Care Group Services.

- At all times and in relation to the roles and responsibilities listed, work as a member of the of Children in Care team, local Safeguarding teams, the wider HCRG Care Group safeguarding and Children in Care sub-committee and Strive for Better safeguarding and Children in Care operational group
- To develop programmes/ pathways that support the team to deliver their contractual obligations and to optimise the health outcomes for Children in Care, and to contribute to the development of wider organisational Children in Care policies, processes and procedures
- To be trauma aware and understanding of the principles of a trauma informed approach to care and the impact of Adverse Childhood Experiences on children and adults

Inter-agency responsibilities

- Advise local police, children's social care and other statutory and voluntary agencies on health matters regarding Children in Care

- Liaise closely with other specialist services such as CAMHS, sexual health, and services for disabled children

Leadership and Advisory role

- Support and advise HCRG Care Group colleagues within services in their responsibility to Children in Care within service provision through HCRG's clinical governance processes
- Contribute to the planning and strategic organisation of provider services for Children in Care.
- Work with other named, specialist and designated professionals to plan and develop the healthcare organisations strategy for services for Children in Care.
- Ensure advice is available to other professionals and services across the organisation on day to-day issues about Children in Care and their families, including involvement in fostering and adoption panels according to local arrangement

Clinical role

- When required, undertake health assessments for Children in Care and provide written reports on the health of prospective carers as appropriate.
- Support and advise colleagues in the clinical assessment and care of children, whilst being clear about others personal clinical professional accountability.
- Provide advice and signposting to other professionals about legal processes, key research and policy document

Co-ordination and communication

- Work closely with other Children in Care, safeguarding/child protection and health professionals across the healthcare services.
- Work closely with the local Safeguarding Lead and Head of Safeguarding within HCRG Care Group
- Liaise with professional leads from other agencies, such as education and children's social care

Governance: policies and procedures

- Ensure that HCRG Care Group has local Child in Care policies and standard operating procedures in line with HCRG Care Group national policies, legislation, national guidance, and Local Safeguarding Partnerships (LSP) multi-agency procedures
- Contribute to the development and review of HCRG Care Group wide safeguarding policies
- Contribute to the dissemination and implementation of local and organisational policies and procedures
- Encourage and coordinate case discussion, reflective practice, and the monitoring of significant events at a local level

Training

- Work with specialist and designated Children in Care and safeguarding professionals across healthcare services and with the training sub-groups of the LSP/the safeguarding sub-committee to agree and promote training needs and priorities.
- Ensure that all colleagues work to the HCRG Care Group safeguarding and Children in Care training strategy and local requirements in line with national and local expectations.
- Contribute to the delivery of training for health staff and inter-agency training. This may include colleagues across HCRG Care Group services
- Evaluate training and adapt provision according to feedback from participants
- Tailor provision to meet the learning needs of participant

Supervision

- Engage in appraisal, support and supervision for colleagues across the services in line with HCRG Care Group safeguarding supervision policy and local processes
- Contribute to individual case supervision and peer review
- Embed all aspects of the organisational safeguarding supervision policy and process

Monitoring.

- Participate in the development and review of local and HCRG Care Group national safeguarding audits
- Advise colleagues on the implementation of effective systems of audit.
- Contribute to monitoring the quality and effectiveness of services, including monitoring performance against indicators and standards

Personal development

- Meet the organisation's requirements for training attendance.
- Attend relevant continuing professional development activities to maintain competence.
- Receive regular supervision and undertake reflective practice
- Recognise the potential personal impact of working within the safeguarding role on self and others and seek help when necessary.

Appraisal

- Receive annual appraisal from a professional with specialist knowledge of safeguarding children and with knowledge of the individual's support and professional context and framework.

Accountability

- Be accountable to and report to BU Regional Safeguarding (children and adults) and Looked After Children Lead.

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 1998 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

- Be registered on either Part 1 of the Nursing and Midwifery Council (NMC) register as a registered children's nurse **and** / **or** Part 3 register as a specialist community public health nurse and having completed a specific programme with a child and family focus

Experience

- Have completed specific post-registration training in safeguarding or children in care prior to commencement in the post (including law, policy, and practice at Level 2 or Post Graduate Diploma (PGDip))
- Have a minimum of three years' experience in a role relating to health care for babies/children and experience of Children in Care
- Ability to write detailed and comprehensive reports and reviews

Skills/Abilities

- Excellent IT skills
- Excellent communication skills
- Excellent literacy skills
- Able to work effectively with children and adults
- Must have ability to travel effectively across the locality

Knowledge and Understanding

- Understanding of the health needs and complex health issues of adults, children and Children in Care
- Awareness of importance of confidentiality and legislation associated with information sharing
- Good understanding of health promotion practice

Other requirements: Hold a full driving license

Desirable

- Previously worked in Children in Care's team

Job Description

- At least 1 year as a Band 7 Children in Care's nurse

Employee signature

Manager signature
