Job Description

Job Title:	**BAND 5 HEALTH INCLUSION NURSE**
Reports to (job title):	Senior Health Inclusion Nurse (Band 6)
Line Manager to:	N/A

Job purpose

The Health Inclusion Nurse will work as part of an integrated Families First workforce to improve the health and wellbeing of children, young people and families who experience disadvantage, vulnerability, poor health outcomes or barriers to accessing services.

This is a fixed term test and learn process, and the post holder will be expected to adhere to the test and learn principles. Thus all health inclusion workers will be required to contribute to this process, working together to improve outcomes, learning and refining processes, joint problem solving.

The postholder will deliver holistic assessments, health interventions, care coordination and health promotion activities using a trauma-informed and relationship-based approach. Working alongside Family Help Practitioners, Social Workers, Education professionals and other partners, the Health Inclusion Nurse will contribute to early intervention, safeguarding and health inequality reduction.

To provide assessment, health navigation, early intervention and direct support to children, young people and families within Family Help Teams, improving access to healthcare services and reducing health inequalities through a whole-family approach.

The role will require the applicant to work across local authority locality bases and health teams

Key responsibilities

- Manage a defined caseload of children and families with identified or emerging health needs.
- Safeguarding practice - To work within the framework of National/Local guidance's and polices around safeguarding, including, Warwickshire Neglect Toolkit, Warwickshire Escalation process, Warwickshire Safeguarding ‘7-minute briefings’, serious case reviews and contribute towards the Child Safeguarding Practice Review Process.

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- Undertake holistic assessments using evidence-based tools to identify physical, emotional and developmental health needs.
- Deliver evidence-based health interventions and health promotion activities.
- Support delivery of the Healthy Child Programme and wider public health priorities.
- Undertake home visits, community appointments and joint visits with Family Help practitioners.
- Evaluate outcomes and contribute to ongoing care planning.
- Support families to navigate health and social care systems.
- Signpost and refer to primary care, dentistry, ophthalmology, mental health, community and voluntary sector services.
- Provide targeted support to families experiencing one or more factors that may impact their health, wellbeing, stability, or ability to access support services.
- Promote timely uptake of health services and reduce barriers to engagement.
- Support families to attend appointments and reduce Was Not Brought (WNB) / Did Not Attend (DNA) rates.
- Improve health literacy through information, advice and guidance.
- Work as an embedded member of the Family Help Team.
- Participate in Family Help reviews and multi-agency meetings.
- Liaise effectively with health, education, social care and voluntary services.
- Escalate safeguarding concerns in line with local procedures and NMC standards.
- Maintain accurate records on Mosaic and HCRG clinical systems.
- Contribute to Family Help Plans, reviews and closure summaries.
- Participate in supervision, audit and quality improvement activity.
- Participate in safeguarding assessments and attend safeguarding meetings as required.
- Hold a caseload and act as lead profession as required.

Personal Specification

Essential

- Registered Nurse (Adult, Child, Learning Disability or Mental Health)

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- Current NMC Registration
- Experience working with children and families
- Multidisciplinary working
- Community-based practice
- Safeguarding experience - To be familiar with National/Local guidance's and polices around safeguarding, including, Warwickshire Neglect Toolkit, Warwickshire Escalation process, Warwickshire Safeguarding '7-minute briefings', serious case reviews and contribute towards the Child Safeguarding Practice Review Process.
- Hold a full UK driving licence and have access to a vehicle for work purposes.

Desirable

- Child development
- Safeguarding children
- Health inequalities
- Public health principles
- Family-centred practice
- Partnership working
- Previous knowledge of Families First approach

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	• Challenge	• Accountability

care·think·do

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• Understand • Communicate	• Improve • Learn	• 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

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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.

Policies and Procedures

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

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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.

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Employee signature:

Manager signature:

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