

Job Title:	Band 6 Health Visitor – Inclusion Health Team
Reports to (job title):	Deputy Head of Service – Children’s Community Service
Line Manager to:	

Job purpose

As a Specialist Community Public Health Nurse (Health Visitor) in the Inclusion Health Team, you will lead the delivery of the Healthy Child Programme to families with children who are experiencing homelessness, living in temporary or emergency accommodation, or otherwise facing barriers to accessing mainstream health services across Surrey.

Working autonomously and as part of a skill-mixed 0-19 team, you will assess the health and development needs of children and families, and plan and deliver personalised, targeted and Universal Partnership Plus interventions.

You will work closely with partner agencies, including Local Authority Housing and Children's Services, to reduce health inequalities and minimise the impact of homelessness on children's outcomes. You will safeguard vulnerable children and families, provide supervision and support to colleagues within the skill mix, and contribute to the wider public health agenda in line with local and national priorities.

Key responsibilities

- Public health lead for the health visiting skill mixed team within the defined population/locality area. Delivering the Universal Partnership Plus 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.
- Develop and foster effective professional relationships and networks with families and other key partners.
- To promote health and wellbeing through the targeted reach of the healthy child programme and signposting. Referring/introducing to partner agencies as required.
- 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.

- Prioritise own work in line with areas of highest risk or client groups with greatest health need, delegating other work to the wider skill-mixed team whilst providing the team with supervision and support
- Identify and assess vulnerable families with complex social needs.
- Take appropriate action in cases of suspected or actual child abuse, working within
- Surrey safeguarding children's code of practice and procedures.
- Attend child protection conferences/core groups as required and participate in safeguarding supervision
- Ensure that clear, concise reports are written and that record keeping guidelines are adhered to.
- Encourage and support families to utilise health and other community services and to promote healthy lifestyles.
- Provide a seamless healthcare service within the homeless communities through home visiting, liaising with all 0-19 team colleagues, including Health Visitors, Staff Nurses, School Nurses, Community Nursery Nurses, Team Leaders, Safeguarding Supervisors, and GPs and Children's Centres
- Act as a liaison and work intensively with members of the health care services and partner agencies such as the Local Authority Housing Department, Housing Departments and Children's Services to minimise the impact of homelessness.
- Work as an autonomous Health Visitor whose workload will be generated by referrals from Health and partner agencies through effective communication pathways.
- Ensure correct use of Early Help Assessments to support co-ordinated packages of care to identified vulnerable children and families.
- Contribute to the public health agenda addressing health inequalities of homeless families.
- Be responsible for organisation, prioritisation and planning of health promotion activities, by assessing local health needs and promote key health topics to meet the delivery aspirations of the NHS 10 Year Plan ("Fit for the Future", July 2025) and the updated guidance for the Healthy Child Programme (2026), as well as local and national programmes to reduce health inequalities.
- Participate in the monitoring of records of others within the 0-19 team.
- Work in accordance with the needs of the service, undertake other duties as required
- Work closely with key professionals throughout SCFH as required e.g. Safeguarding Team, Clinical Governance Manager, Professional Leads, and Human Resources Manager, to address competency, performance management, service developments and training requirements

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

- Specialist Community Public Health Nursing qualification (SCPHN)
- Current NMC registration on third part of the register
- Experience in leading and working in health visiting teams
- Experience in leading interventions to improve outcomes and safeguard children and families
- Qualification in practice supervising/assessing for nurse learners
- Working knowledge of the tools and programmes used in health visiting to improve outcomes for children.
- Ability to work with electronic health records and with IT systems

Desirable

- Qualification in leadership and innovative practice
- Experience of presenting policy and outcomes to commissioners and partners
- Experience of goal setting and managing interventions to meet outcomes.

Other requirements: Full UK Driving Licence and access to a car insured for business use.