

Job Title:	Neurodevelopmental Nurse – Band 6
Reports to (job title):	Senior Neurodevelopmental Nurse
Line Manager to:	To be agreed

## Job purpose

The Neurodevelopmental Nurse will provide high-quality, evidence-based neurodevelopmental assessment, intervention and support for children and young people (CYP) with suspected or diagnosed neurodevelopmental conditions, including ADHD & Autism.

Working as part of a multidisciplinary neurodevelopmental team, the post holder will contribute to assessment processes, care planning and delivery of interventions, ensuring families receive timely, person-centred and neurodiversity-affirming care.

The role requires skilled clinical assessment, effective communication with families and partner agencies, and the ability to manage a defined caseload under the supervision of senior clinicians.

## Key responsibilities

*This list summarises the key responsibilities and is not intended to cover every task that may be required of the role:*

### Clinical Assessment & Intervention

- Undertake neurodevelopmental assessments under the supervision of senior clinicians, using recognised assessment tools and clinical observation.
- Contribute to assessment processes including gathering developmental history and behavioural information from CYP, parents/carers and partner professionals.
- Participate in autism and learning disability assessment pathways, including supporting the delivery of ADOS assessments where appropriately trained.
- Support formulation and care planning based on assessment outcomes.
- Deliver evidence-based interventions for CYP and families, including strategies to support emotional regulation, behaviour that challenges and daily functioning.
- Adapt therapeutic approaches creatively to meet the needs of neurodivergent CYP and their families.

### 2. Caseload Management & Care Coordination

- Manage a defined clinical caseload, prioritising work in line with service pathways and guidance.

- Provide clear and compassionate communication to families throughout the assessment and intervention process.
- Participate in multidisciplinary discussions to support integrated care planning.
- Liaise with education, health, social care and voluntary sector partners to support holistic care.

## 3. Documentation & Reporting

- Maintain accurate, timely and high-quality clinical records in line with organisational and professional standards.
- Contribute to clear written reports following assessments, ensuring information is accessible to families and professionals.
- Ensure information is recorded, stored and shared in accordance with data protection and information governance requirements.

## 4. Safeguarding & Risk Management

- Identify safeguarding concerns and escalate appropriately in line with local and organisational policies.
- Contribute to risk assessments and safeguarding plans as part of the MDT.
- Maintain professional accountability in line with the NMC Code.

## 5. Team Contribution & Service Delivery

- Participate in referral triage meetings and case discussions when required.
- Contribute to service audits, outcome data collection and quality improvement initiatives.
- Attend training, clinical supervision and reflective practice sessions to support ongoing development.
- Support service delivery across community settings as required.

## 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"> <li>• Inspire</li> <li>• Understand</li> <li>• Communicate</li> </ul>	<ul style="list-style-type: none"> <li>• Challenge</li> <li>• Improve</li> <li>• Learn</li> </ul>	<ul style="list-style-type: none"> <li>• Accountability</li> <li>• Involve</li> <li>• Resilience</li> </ul>

## 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.

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- Manager signature

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## Personal Specification

### Essential

- Registered Nurse (Children's or Adult Nurse, Mental Health Nurse, Learning Disability Nurse or Health Visitor).
- Current NMC registration.
- Experience working with children and young people with neurodevelopmental needs, including autism and/or learning disability.
- Experience working in a multidisciplinary or multi-agency setting.
- Experience contributing to clinical assessments and care planning.
- Experience working in community or outpatient settings.
- Understanding of autism and neurodevelopmental conditions.
- Ability to support evidence-based interventions for behaviour that challenges.
- Good written and verbal communication skills, including adapting information for families.
- Ability to manage a clinical caseload with appropriate supervision.
- Awareness of safeguarding responsibilities and risk management processes.
- Commitment to neurodiversity-affirming and person-centred practice.
- Evidence of continuing professional development.
- Ability to travel across community locations (driving licence and access to a vehicle).

### Desirable

- Nurse Prescribing Qualification (V300) or willingness to undertake.
- ADOS training.
- Further training in autism, learning disability or neurodevelopmental assessment.
- Experience delivering group or parent-based interventions.