

Job Title:	Specialist Health Visitor
Reports to (job title):	Public Health Nursing Manager
Line Manager to:	XXX

## Job purpose

We are looking for an enthusiastic and motivated individual who is passionate about delivering outstanding specialist clinical services to the diverse and highly mobile population of Slough.

The post holder will work as part of the Vulnerable Families Team, to deliver a high level of care to families with complex needs. This could be due to additional factors such as social deprivation, housing and/or due to the identification of high levels of morbidity. The post holder will have the knowledge and skills to identify/ assess risks and hold a caseload of families in receipt of specialist and targeted services as per Healthy Child Programme. They will work in partnership with families who may be new to the country, experiencing drug and/or alcohol misuse, domestic abuse, mental illness and families who may be residing in temporary accommodation and showing reluctance to engaging with local service provisions such as Children's Centres/GP. The post holder will have the responsibility for identifying highly vulnerable families, undertaking assessments to determine need, co-ordinate family health plans and ensure additional targeted support is provided to improve the health inequalities for those at most risk of poor long-term health outcomes.

The ideal candidate will be hardworking, adaptable and a passionate leader who is committed to improving the health and development of children and families in Slough.

This is an exciting opportunity for someone who is looking for a new challenge, offering many prospects for development both for themselves and the service.

## This post is responsible for

- To have the ability to access, understand and use research, legislation, local and national policy in response to homelessness, mental health, domestic abuse and substance misuse and its impact on children and families.
- To receive and appropriately manage referrals from multiple agencies such as midwifery, police, early help and children's services.

- To visit properties accommodating temporary residents in Slough such as bed and breakfasts, hotels and refuges providing health and wellbeing support in line with public health.
- To assess the health needs of families recognised as having increased vulnerabilities.
- To deliver and review care as part of multi-agency working in line with the Healthy Child Programme.
- To arrange and utilise translation services as needed to support families where English is not their first language in order to access services.
- To enable and ensure appropriate pathways are developed and maintained with health partners, primary care, Local Authority and voluntary agencies working with new entrants to the country.
- To contribute information specific to transient vulnerable families to support audits, reports and service planning.
- To record and monitor outcomes of interventions; to evidence that the service provision has modified aspects of clients behaviour and demonstrates effectiveness.
- To represent Slough Child and Family Wellbeing at local panel meetings such as Early Help, MARAC, MASH and Housing Panel.
- To contribute and deliver training to implement new learning specifically for Health Professionals.
- To contribute to multi agency planning and training programmes where appropriate.

## Professional

- Participate in clinical and child protection supervision and appraisals as required.
- Maintain accurate and contemporaneous records as defined in the record keeping policy.
- Actively participate in research and audits as required.
- Work within current clinical governance framework.
- Undertake all statutory and mandatory training and any other additional training required to fulfil work duties to a high standard.
- Attend meetings as advised by Head of Service/ Head of Safeguarding.

## 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

- Inspire
- Understand
- Communicate

## Think

- Challenge
- Improve
- Learn

## Do

- 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 flourish. 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

- Registered Nurse
- Specialist Community Public Health Nurse qualification (Degree / diploma)
- Evidence of additional post registration clinical skills training specific to the position – such as domestic abuse and substance misuse.
- Evidence of relevant safeguarding training – able to produce high quality written reports about complex family situations of a standard to be shared with the multi-agency child protection team and His Majesty's Court service.
- Minimum of two years post qualification experience.
- Evidence of working with vulnerable and hard to reach groups.
- Experience of independently maintaining a caseload with high levels of vulnerability.
- Expert knowledge in health and development of children and families.
- Advanced communication skills – ability to maintain effective engagement and resilience within highly challenging situations.
- Demonstrates a comprehensive and sensitive understanding of diversity, equality, cultural and anti discrimination practice.
- Good listening skills and powers of observations
- Ability to work under pressure in a busy working environment and able to multi-task.
- Excellent attention to detail with ability to input data accurately and good attention to detail in all aspects of work.
- Escalating problems or issues at an early stage for effective intervention
- Flexible approach to role, commitment and ability to learn new skills

### Desirable

- Evidence of further educational development i.e Masters

# Job Description

- Post Graduate training in a relevant field.
- Leadership Training.
- Experience of Line Management.