

Job description for Specialist School Nurse 0-19 Team

About us – team NHFT

As a **health and wellbeing organisation** here at **team NHFT** we are dedicated to continually **innovate** and **strive to make a difference** to our community and those working for our Trust, we aim to serve the people of Northamptonshire and surrounding areas with **safe, quality care**. We deliver this from an understanding of our local healthcare needs, economy and the changing demands of our community.

Our mission, making a difference for you, with you was chosen by our staff and stakeholders. It means in everything we do and through every service we provide, we want to make a **positive difference in people’s lives** – for **those we care for, those we work with** and **those who work with us**.
Everyone is part of our team.

Our core strategy is to be an **employer of choice, a great place to work** and be known for a **diverse and inclusive culture** whose staff feel **valued**. We provide a range of NHS services including physical, mental health and specialty services provided in hospital settings and out in the community within schools, GP clinics and patients own homes.

Here at NHFT we pride ourselves on our 54321 roadmap, pictured here which encompasses our **PRIDE values, leadership behaviours, teams, enablers** and **our mission** all of which are driven by **our vision of ‘being a leading provider of outstanding, compassionate care’**. We are extremely proud to say this has also been recognised by the Care Quality Commission (CQC) and our CQC rating of **Outstanding for team NHFT**.



This role...

The 0-19 team provides all elements of the healthy child program working in partnership with internal and external agencies to achieve positive outcomes for children and young people.

The post holder will be working in an integrated skill mix team that includes Practice Teachers, Specialist School Nurses, Health Visitors, and Community Nurses for the 0-19 team, Nursery Nurses and School Nurse Assistants.

Our service users are at the heart of our service delivery and we listen to the child's voice at all times. We involve children and families in decision making and aspire to deliver a truly co-produced 0-19 service.

The post holder is expected to manage and hold a caseload, prioritising needs to ensure efficient service delivery. This is achieved by working within local cluster areas that enable practitioners to have an enhanced knowledge of their local community and its public health needs.

School Nurses are expected to participate in leading a full range of school nurse interventions which includes but is not limited to: in-depth health assessments, screening, immunisations, health education, leading group psycho-education, parent and child interventions, continence clinics, well-being interventions and drop in services.

You will be supported in practice by an administration hub that provides a single point of contact for the 0-19 service.

The 0-19 service values staff development and you will be supported with training and development to help you to achieve your potential.

About you

Behaviours and Values	Knowledge and Experience
<ul style="list-style-type: none"> • Able to demonstrate positive leadership qualities as part of an empowered team. • Approachable and accessible to service users & colleagues. • Reliable and consistent in approach, demonstrating empathy and an open communication style. • Demonstrate flexibility in working patterns and practices and ability to respond to change. • Ability to accept challenge and to challenge others in a constructive and considered manner. • Ability to work autonomously as well as part of a team. • Encouraging self & others to make realistic self-assessments of their knowledge and skills and challenge any complacency or actions that are not in the interest of the public and/or people using the services. • Communicate with empathy, acting as the service user's advocate in potentially demanding and challenging situations. • Be able to discuss emotive and complex issues with service users and others. • Demonstrate a commitment to providing high standards of evidence based care to children and their families. • Demonstrates a commitment and understanding of how to hear the child's voice in relation to clinical practice and service development. • Demonstrate a commitment to clinical supervision training and experience. • Demonstrate a commitment to gaining service user feedback to inform care decisions. • Values opportunities to build community capacity and use public health approaches to build resilience amongst the population. 	<ul style="list-style-type: none"> • First level Registered Nurse with a Specialist Community Public Health Qualification in School Nursing. • Non-Medical Prescriber –Not essential. • Ability to use critical analysis skills and expert knowledge to ensure that complex issues are dealt with effectively. • Understand accountability of own role and that of other team members. • Sound knowledge of public health priorities, both local and national and the ability to interpret local data. • Sound knowledge of child development and the factors that influence the whole child as they grow. • Knowledgeable in relation to clinical governance and non-medical prescribing. • An understanding of individual role in change processes and willingness to participate and contribute to change. • Sound knowledge of safeguarding children & young people including knowledge of local safeguarding boards. • Confident in 5 to Thrive and Solihull approaches (desirable). • Awareness of baby friendly standards and accreditation processes.

Skills and Abilities

- To work unsupervised in an autonomous manner.
- To communicate well with other services and agencies ensuring seamless care provision.
- Professional skills concordant with:-
 - NMC Code of Professional Conduct
 - NMC Scope of Professional Practice
 - NMC Guidelines for Records and Record Keeping
 - NMC Standards for the Administration of Medication (Nurse prescribing)
 - Trust Policies and Protocols
 - Trust Health and Safety Guidelines
 - Trust Infection Control Policy
 - 0-19 service Standard Operating Procedures, Protocols and Pathways.
 - Trust and local lone working procedures
- Excellent communication skills.
- Teaching, coaching and mentorship skills within the 0-19 setting.
- Shows aptitude for the use of range of IT software (capable of producing reports/documents/presentations as appropriate).
- Ability to prioritise conflicting demands and manage time effectively.
- Able to analyse complex situations and help self & others problem solve as necessary to achieve positive outcomes.
- Openness to learn new skills and develop clinical effectiveness of self and team.
- Able to build therapeutic relationships with service users in a range of settings e.g. home, schools, clinic & community.
- Ability to act as named practitioner for a cohort of schools effectively leading all elements of service delivery within those schools and for home educated young people within the locality.
- Ability to work in a complex environment, which requires development and management of relationships with a wide range of health, education, and other agencies.
- Negotiating and influencing change by working with diverse professional groups and organisations.
- Establishing clear priorities and meaningfully engaging with service development.
- Moderate physical effort is necessary for this post including regular periods of driving in all weathers and carrying equipment e.g. scales immunisation & IT equipment - around 3Kg.
- It is also necessary to have the skills and dexterity to perform such tasks as administering immunisations.
- The mental effort required for this post includes high levels of cognitive awareness and capability to carry out assessments of need.
- The emotional effort for this post involves frequent exposures to highly stressful, emotional and challenging circumstances.
- Working conditions for this post include regular lone working and require close adherence to local lone working policies.
- Ability to travel between venues and the use of you own car for work purposes.

About the role – linking with our 4 Leadership Behaviours



ENGAGING PEOPLE/WORKING TOGETHER

- Able to prioritise the caseload autonomously and effectively, taking account of available skills within the team.
- Liaise and work collaboratively with other professionals and health care providers & to build effective relationships with education settings.
- Be involved in organising and allocating workload for a team.
- Ensure that service users remain at the centre of all decision making.
- Take a role in:-
 - Formal teaching & assessing team members and student nurses.
 - Induction & preceptorship programmes for newly appointed staff.
 - Informal and opportunistic teaching.
- Participate in supervision and appraisal processes
- Demonstrate team working and team development
- Act as a positive role model.

BEING AUTHENTIC

- To ensure accurate, current records are maintained and audited.
- Participate in research, audits and peer reviews.
- Encourage openness and honesty in self and others
- Participate in:
 - Risk Assessment / Health and Safety / Infection Control
 - Audit
 - Continual Professional Development
 - Clinical Effectiveness
 - Research and Development
 - Clinical Governance

Acknowledge and take responsibility for errors or near misses in practice using reflection to develop practice and learning both locally and across the organisation.

TAKING RESPONSIBILITY











- To act as an independent practitioner within the 0-19 team.
- Act as a supervisor, mentor and role model to colleagues within the 0-19 team and wider NHFT team. This will include fully engaging with NHFT appraisal processes and acting as an appraiser for others as required.
- The post holder will demonstrate excellent assessment skills in relation to children, young people and their carer's and be able to signpost service users to additional support where necessary.
- Take responsibility for demands of own case load and needs within the wider 0-19 team.

EMBRACING CHANGE

- Manage time and resource effectively, taking account of service user needs.
- Develop, implement and evaluate protocols, policies and care pathways.
- Participate in changing practice in order to improve care and outcomes.
- At all times enable service users to understand the need to actively participate in care in order to achieve positive outcomes.
- Participate in complaints investigation processes and make changes in line with Trust policy or identified learning.
- Participate in rostering process to make best use of resources

#weareNHFT

Benefits

<p>Salary </p>	<p>Location of work </p>	<p>Permanent/fixed term </p>								
<p>Band 6</p> <p>You will be paid on the 27th of each month. If this date falls at a weekend you will be paid on the Friday before this date.</p>	<p>Staff will have a base in Northamptonshire dependent on locality however, they will be expected to flex across county to meet service needs.</p>	<p>This is a permanent position.</p>								
<p>Hours/pattern of work </p>	<p>Annual leave and bank holiday entitlement </p>	<p>Pension entitlement </p>								
<p>37½ hours per week normally worked as 7.5 hour shifts to cover the hours of the service from 08.00 to 18.00 primarily Monday- Friday. There may be occasional weekend working.</p> <p>Amendments to normal working patterns can be considered in line with the flexible working procedure after 26 weeks employment.</p>	<table border="1"> <tr> <td>Length of service</td> <td></td> </tr> <tr> <td>On appointment</td> <td>27 days + 8 days</td> </tr> <tr> <td>After five years' service</td> <td>29 days + 8 days</td> </tr> <tr> <td>After ten years' service</td> <td>33 days + 8 days</td> </tr> </table>	Length of service		On appointment	27 days + 8 days	After five years' service	29 days + 8 days	After ten years' service	33 days + 8 days	<p>Details on the benefits of the NHS Pension Scheme can be found here:</p> <p>https://www.nhsbsa.nhs.uk/nhs-pensions</p>
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<p>Health and Wellbeing  Because your health matters too</p>	<p>Learning and Development </p>	<p>Equality and diversity </p>								
<p>Our Occupational Health and Wellbeing team support our staff through many different channels. Whether you have a physical or emotional issue or want to take positive steps to improve your fitness, this team can help you.</p> 	<p>Our Learning and Development team provide effective and impactful learning solutions for our staff. Our experienced team of facilitators offer a wide range of opportunities from corporate induction, mandatory and role specific training, personal development and leadership training.</p>	<p>We are committed to ensuring people are treated equally and fairly whether at work, during care or out in the community. Equality, diversity and inclusion will always be a core focus and commitment for team NHFT. We have a number of staff networks to support this focus too. These networks are open to all our staff.</p>								

Find out more about us at www.nhft.nhs.uk