

Job Title:	Learning Development Advisor
Band:	Band 6
Hours:	37.5
Department:	Maudsley Learning & Trust Learning and Development
Location:	South London and Maudsley
Reports to:	Mandatory and Statutory Training (MAST) Clinical Lead and Seni Lewis Training Programme Lead
Responsible for:	Delivery of training programmes as directed by the MAST Clinical Lead and the Seni Lewis Training Programme Lead

Job Purpose:

This post will provide a dynamic, driven individual with an exciting opportunity to join an innovative team that works towards improving people's lives through high quality educational and development programmes.

As a Learning and Development Advisor you will be involved in the delivery of a portfolio of mandatory and statutory training, which will include the Seni Lewis Training Programme, Moving and Handling, Basic Life support, First Aid, Fire, Oliver McGowan and others. You will be required to conduct competency-based assessments on those you teach and the evaluation and development of courses and new programmes.

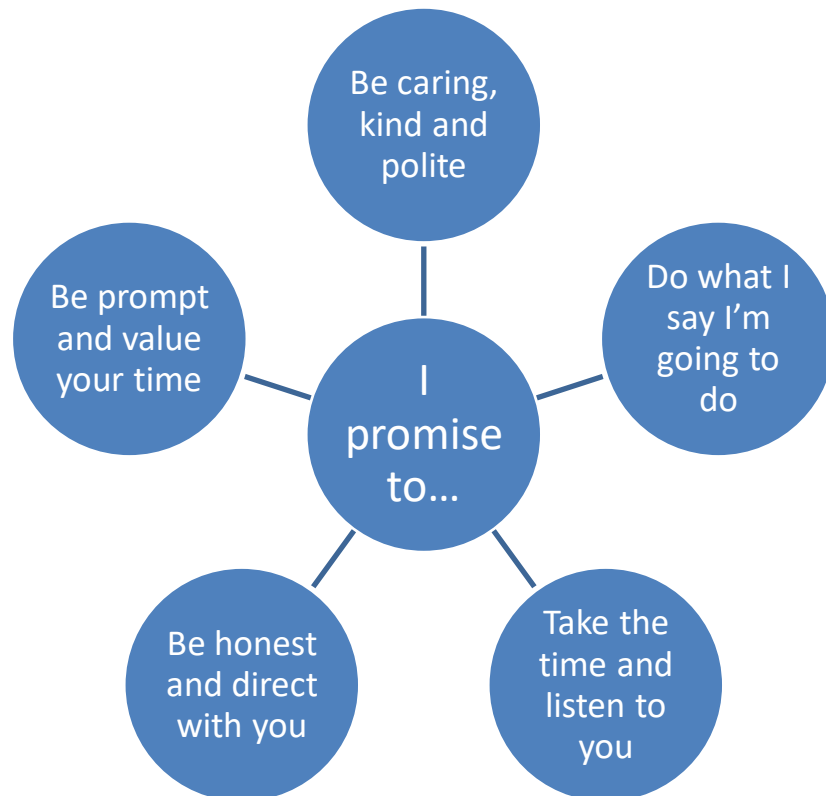
As a department we are committed to involving service users and carers in all the training and education we offer and adopt a model of co-production and co-facilitation which the successful candidate would be involved in.

The post holders will be based within the Maudsley Learning (ML) and ML:Trust Learning and development base at the Croydon Training Centre at Bethlem Royal Hospital site, but will be required facilitate training across all Trust sites

The role will require you to deliver and evaluate high quality core skills learning and development programmes based on both organisational and individual needs on an on-going basis. Training delivery, both physical and theoretical, can reach 4-5 days a week at peak times

This opportunity is also open to individuals who may not meet all of the person specification and is willing to undertake a Level 5 qualification in the Learning Skills Teacher Apprenticeship. The apprenticeship is 18-22 months and you would be expected to complete this as part of your role.

Our values and commitments:



Key Responsibilities:

- Lead in the delivery of mandatory and statutory training using a range of effective teaching and learning methods, to meet learner needs, in a range of settings (classroom-based, team training, virtual and other) based on evaluation data and training needs analysis.
- Assess the skills acquired by learners through a range of competency assessment methods to determine their safety to practice.
- Lead with the design of training and learning activities to meet professional, policy and legislative requirements.
- Lead with reviewing and updating ML: Trust Learning and Development MAST curriculum including lesson plans and presentations

- Maintain and develop clinical skills through regular participation as a clinical practitioner within a clinical environment.
- To Lead with in-reach and support to clinical services
- Maintain your own continuing professional development.
- To work with and support people with lived experience with the co-facilitation and co-production of MAST training

Personal Specification:

Qualifications	
<u>Essential Requirements</u> <ul style="list-style-type: none"> • Professional qualification in Nursing, Allied Health Professional, social care at degree level or equivalent or a qualification at degree level or equivalent, in Adult Training and Education • Two years' experience of working in health care 	<u>Desirable Requirements</u> <ul style="list-style-type: none"> • A qualification at degree level or equivalent, in Adult Training and Education • GSA registered tutor (General Services Association). • Experience of teaching Basic Life Support, First Aid, Immediate or advanced life support, Moving and handling and other Adult Learning • Evidence of on-going professional development to address requirements of the JD
Experience	
<u>Essential Requirements</u> <ul style="list-style-type: none"> • Clinical experience as a practitioner in a mental health setting/health & social care setting. 	<u>Desirable Requirements</u> <ul style="list-style-type: none"> • Experience in education and training relating to mental health services.

<ul style="list-style-type: none"> • Experience of working in a complex multi-professional environment • Experience of teaching/training adult learners • Demonstrates an understanding of the structural inequities, discrimination, and racism that our Ethnically and Culturally Diverse staff, service users, carers and communities face. • Experience using Microsoft application and other platforms, e.g PowerPoint to support learning. • Experience of teaching for at least one year 	<ul style="list-style-type: none"> • Experience of multi professional working. • Experience of formal assessment of learning. • Experience of clinical skills teaching. • Experience in delivering and evaluating training for a range of learners within a variety of settings.
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Knowledge / Skills

Essential Requirements

- Understanding of healthcare provision and a knowledge of recent trends and developments in training in health care.
- Effective communication skills (both written and oral). This includes the ability to tailor communication styles to engage with a range of staff
- Able to work on your own initiative, prioritise and manage workload effectively to meet deadlines.
- Able to work constructively as a member of a team to meet objectives.
- Ability to consider and reflect on equality and diversity issues that affect patients, staff and local communities
- When delivering training ensuring we have taken into account learning styles, Equality and Diversity and Inclusion taking advantage of the latest technology, to enhance and meet learners experience.

Desirable Requirements

- knowledge of recent developments and trends in patient safety e.g Resuscitation Council UK, Reducing Restraint and Restrictive Practice
- An understanding of evidence-based practice and its application to health care.
- Innovative, creative and a willingness to try something new

<ul style="list-style-type: none"> • Maintain knowledge of relevant current legislation, organisational procedures trends in practice, policies and professional codes of conduct in order to maintain high standards. 	

About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 6100 staff and serves a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, SLaM provides inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities and have the chance to work alongside people who are world leaders in their field. SLaM provides an extensive range of learning opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that

they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously, and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors, and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors, and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safeguarding vulnerable adults' policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

This job description will be subject to regular review and adjustment.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post, and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.

Written by: Bernard Moynihan, **Senior Mandatory and Statutory Clinical Lead**

Date: 29/08/2023