



JOB DESCRIPTION

Oxford Health NHS FT

Oxford Health is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Job Title: PEACE Clinical Trainer / Facilitator

Band: 6

Responsible to: Learning Environment Leads (PEACE)

Responsible for:

Accountable to: PEACE Manager

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JOB PURPOSE

This is a Trust-wide post providing a service to all departments within the Trust.

The post holder will work to deliver and evaluate the PEACE training programme for the Trust.

The post-holder will ensure that the core values of the PEACE are maintained through the development and delivery of PEACE training modules.

The post-holder will contribute to the on-going development of the Trust training programme and where appropriate, the wider Learning & Development training programme

The post-holder will have a substantial role in the development of the PEACE programme of training.

The post-holder will be a source of clinically credible expert advice to clinicians and clinical teams as needed.

DUTIES AND RESPONSIBILITIES

1. To promote the core ethos of PEACE by delivering Trust-wide training and upholding the values of the Trust through the highest standards of professional conduct.

2. Delivery of training in a safe and effective manner in accordance with the Trust training needs analysis, service provision and national initiatives

3. To design and deliver appropriate training and development opportunities to meet the needs of services and individuals

4. Administering of formal assessments on the PEACE training in accordance with National Certification Training Standards.

5. Maintain records, evaluate training and produce reports as required

6. Ensure a safe training environment is maintained at all times by use of up-to-date environmental risk assessments for all training venues

7. Ensure own professional development and up to date knowledge base

8. Commensurate with experience provide clinically credible expert advice to clinicians and clinical teams as requested

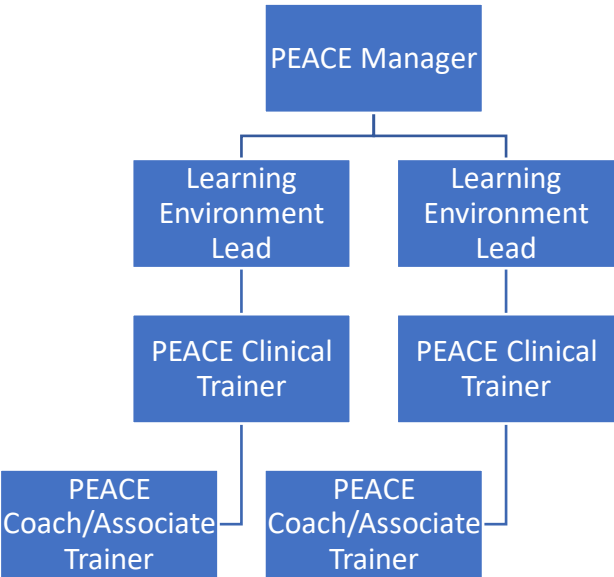
9. Ensure own identified mandatory training is updated and maintained as appropriate in line with Trust and national requirements

10. Attend Learning & Development team meetings and other meetings as required

11. Advise Line Manager where there is potential for major change, advantages to the service or the potential development of issues within PEACE training

12. Undertake other duties as may from time to time be required, commensurate with the post band, following discussions with their Line Manager.

STRUCTURE CHART



CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

- In line with the Health and Social Care Act all staff have a responsibility for maintaining high standards of environmental cleanliness, which includes escalating and addressing any concerns.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 1998, NHS Confidentiality guidelines (eg. Caldicott, GMC) and any code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 6

The following information must be used when completing this section

Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<p>Demonstrable knowledge of current national guidance in relation to violence management, violence reduction, and reduction of restrictive practices in mental health settings</p> <p>Experience of working in NHS and a good understanding of its processes and systems</p>	<p>Relevant teaching / mentoring experience.</p> <p>Experience in co production of training</p>
Qualifications – Academic/Skills/Professional	<p>Either of the below (Working at AFC B5 or Equivalent)</p> <ul style="list-style-type: none"> • RGN ,RMN , RNLD • equivalent vocational qualification (health, education or social care) • social work qualification (Diploma, BSc, BA) • equivalent teaching or education-based qualification • other health professional qualification (with current HCPC or equivalent registration) . 	<p>Certified Teaching qualification associated with the prevention and/or management of Restrictive Practice.</p> <p>Qualification in teaching related skills; e.g. First Aid, Moving and Handling etc</p> <p>Qualified First Aider</p>
Further Training or Job Related Aptitude and Skills	<p>Ability to supervise and develop PEACE Champions/Trainers/Coaches on a daily basis, referring to managers as appropriate</p> <p>Ability to plan and implement training sessions</p> <p>Ability to communicate at all levels of organisation</p> <p>Ability to work and develop partnerships with staff / carers and users</p>	

	<p>Good IT skills, able to use MS Software</p> <p>Ability to organise, prioritise and re-assess workload to meet time deadlines and evaluate own performance</p> <p>Willingness to undertake necessary training and development activities</p> <p>Willingness to be flexible in job role</p> <p>Ability to undertake and analyse surveys or audits as necessary</p> <p>Ability to draft policies and protocols for own area, propose changes to work practices and procedures across the department, where necessary in consultation with other L&D staff</p> <p>Ability to identify problems and deal with them or bring them to the attention of the manager if further action is required</p> <p>Ability to deputise for the Learning Environment Leads as required</p>	
Experience	Relevant Experience of clinical setting.	
Personal Qualities	<p>Able to work without supervision, using own initiative and whilst under pressure</p> <p>Demonstrate a credible role model through example and motivation</p> <p>Able to challenge recognised ways of working in a positive manner</p> <p>Able to deal with conflicting demands ensuring key priorities and deadlines are met through effective time management</p> <p>Diplomacy applied to all working situations</p> <p>Ability to cope effectively under pressure</p> <p>Physically fit enough to train in all levels of PEACE training programme including periods of covid restriction.</p>	

Contractual Requirements or other requirements	Ability to travel between sites	
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