

1. JOB DETAILS	
Job title:	Public Health Nurse
Accountable to:	Service Manager
Managerially:	Locality Manager
Professionally:	Head of Safeguarding Children and Lead Nurse for Public Health and Quality.
Agenda for Change Band:	6
Location:	North Yorkshire

2. JOB SUMMARY
(A brief description of the main purpose of the post)

The post holder will work as part of children’s community health commissioned 0-19 services contributing to the delivery of high-quality services for children, young people, parents, carers, and families.

To work within the integrated Safeguarding Children and 0-19 Healthy Child team and key partners to identify the health needs of Children In Care (CIC) and those children in the safeguarding arena. Ensuring pathways are followed and an enhanced level of care is provided to meet their health and wellbeing needs.

To work within the guidance framework of *Promoting the health and wellbeing of looked after Children 2015**.

To escalate concerns regarding unmet health needs or delays to being able to access services and highlight any gaps in commissioned service provision to Named Nurse for Looked After Children / Named Nurse for Safeguarding for escalation.

To work with multiagency partners to ensure smooth transitions and continuity of health provision when there are placement changes or leaving care.

To gather information from clinical records to assess and analyse risk in order to share the appropriate health information at safeguarding meetings. The post holder will signpost colleagues to other relevant health information/professionals where appropriate.

The post holder will work closely with the Safeguarding Children Team and others across the service in ensuring that HDFT statutory duties and safeguarding children’s responsibilities to safeguard children and young people are supported effectively.

To undertake holistic health assessment following strategy meetings to ensure the health needs of the child/young person are identified. To plan and address health needs for children and

young people.

To contribute to the ICPC, risk assessment and decision-making process.

Contribute to multiagency safeguarding meetings in line with the Trust and Safeguarding Children's Partnership policies.

3. ROLE OF DEPARTMENT

(The function of the department in which the post holder works)

This post reports directly to the Locality Manager.

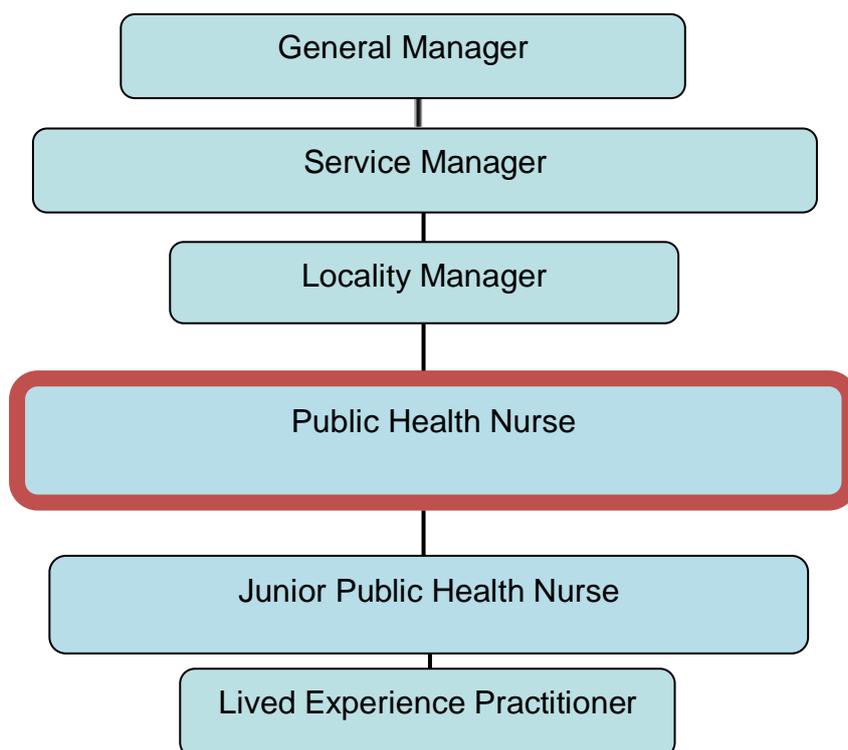
The post spans the population of North Yorkshire and the HDFT footprint.

The post will link to local Safeguarding Children's Partnership.

Specialist Safeguarding Supervision will be given through the Specialist Safeguarding and CIC Teams.

4. ORGANISATIONAL CHART

(Including in diagrammatic form to whom the post is responsible to and any posts which are responsible to the post holder)



5. KEY WORKING RELATIONSHIPS

(The range of individuals and organisations the post holder has contact with, how regularly and for what purpose)

The post holder is required to liaise with a range of Trust and external partners in the management and delivery of services for children and their families.

6. DUTIES AND RESPONSIBILITIES OF THE POST

Clinical Responsibilities

Team working

To assist in the planning, development, and implementation of a comprehensive health service provision as appropriate to ensure all children who are looked after or in the safeguarding arena have timely assessment of their health needs, referral to appropriate mainstream services and robust health plans to meet their health needs.

Establish effective and positive interpersonal relationships with the wider HDFT 0-19 and Safeguarding/ CIC Children Team members. Positive relationships are characterised by open communication, trust, and respect.

Establish effective working relationships and networks with all professionals and agencies contributing to safeguarding of children and young people or children in care. The post holder will ensure inter-agency/ professional partnership working between services, statutory and voluntary organisations, foster carers, children and young people to facilitate integrated approaches in meeting the needs of children.

To gather information from the child's clinical record to assess and analyse risk to share the appropriate information at Multiagency Safeguarding Children and Children in Care meetings. The post holder will signpost colleagues to other relevant Health information where appropriate.

Using excellent communication skills, share sensitive information appropriately with the professionals within the multi-agency arena, the Safeguarding Children Team, Children in Care and HDFT practitioners. Undertake home visits to support the completion of comprehensive health needs assessment of children, young people, families, and communities and facilitate the mobilisation of appropriate resources to meet identified needs.

To ensure the delivery of high quality and timely Review Health Assessments of Children In care who are placed or residing in North Yorkshire at the request of the HDFT NY CIC team.

Use initiative to manage and prioritise own workload within Trust policies and the Safeguarding Children code of conduct.

Contribute to the development, delivery and reporting of health promoting activities within a variety of settings.

Information gathering and assessment of risk.

Using knowledge of child development, the law and good understanding about risks, identify when there is a need to professionally challenge a decision made at multiagency meetings to safeguard the child/young person.

To analyse and interpret complex and sensitive information provided by other professionals from mainstream services about Children in Care and those in the safeguarding arena.

When there is a need to challenge ensure that the Locality Manager is aware of the case and ensure supervision from Specialist Nurse Child Protection or Specialist Nurse CIC is sought as required. To be aware of the HDFT escalation process and to follow as required.

To identify when cases require Specialist Nurse Child Protection/CIC involvement as per HDFT policies.

To undertake home visits and complete holistic health needs assessment following strategy, prior to attending ICPC.

To produce high quality reports for ICPCs/RCPCs.

To attend ICPC/RCPC/Core Groups and contribute to multiagency risk assessment, planning, decision making and outcomes.

To provide advice, guidance, and support on all aspects of safeguarding children to health staff employed by HDFT with support from the Specialist Nurse Child Protection/CIC.

To attend and provide a report for CIC Review meetings and contribute to the overall Children in Care plan for the child.

To support in the delivery of training.

Care planning

Work with children and young people including those who are reluctant to engage with mainstream services, facilitating alternative arrangements for the child to receive an appropriate assessment or services that are acceptable to the child or young person where possible. Ensuring the child/young person is at the centre of decision making to facilitate optimum health and wellbeing for the child/young person.

Work with parents, carers, children and partner agencies to promote the physical, emotional and social development of children (includes care leavers and young people up to 25 where additional needs are identified applies to some commissioned contract arrangements). Apply the principles of the Solihull approach in all work undertaken with children, young people and families.

Undertake assessments of Children In Care, including those who are reluctant to engage with mainstream services including:

- Gather information from all health services and partner agencies to inform the Review health assessment.
- Assess current and potential future health needs of child or young person.
- Management of severely challenging behaviour during consultation if necessary
- De-escalate aggressive situations.
- Analysis of sensitive and contentious information to clarify risks faced by the child/young person.
- Use of good communication skills in communicating with disadvantaged young people
- Contribute to development of care packages for children with complex needs.

To work with Carers of CIC to promote healthy lifestyles for children and young people who are looked after by:

- developing good, professional relationships with the carers of Children In Care and young people
- developing innovative ways of engaging with children and young people and adapting approach and venue to meet their needs.
- Multiagency partnership working to promote health and wellbeing of CIC

To work with children and young people who are leaving care for any reason

- Work with leaving care and post adoption teams to ensure smooth transition for leaving care and continuity of all health needs
- To follow the HDFT leaving care pathway
- To complete the health passports for all children leaving care post 17yrs

Using good communication, listening and negotiation skills interpret family history, dynamics, lifestyle and the support available to a family in partnership with parents/carers to enable them to identify their own health needs and facilitate solutions to identified concerns and needs.

2. Management and Leadership

The post holder will work within the scope of all relevant Statutory Guidance, Practice Guidance and Local Safeguarding Partnership Board. These include the current Working Together to Safeguard Children (2018) and Statutory Guidance on Promoting the Health and Wellbeing of Looked After Children (2015).

Work with the Specialist Nurse Child Protection/CIC to provide advice and support to partner agencies, health visitors, family nurses, managers and the wider team.

Provide advice to Health Professionals and Professionals in other agencies about health needs and signpost to the appropriate health provider, referring to senior members of the Safeguarding/ Children in Care team as appropriate.

To identify any behaviours of the team that are not in line with HDFT Trust values and behaviours and inform their Line Manager.

All registered nurses will be required to assess or supervise pre and post registration students during their training, and to act as a sign off mentor for unqualified staff completing the care certificate.

To be a safeguarding peer supervisor.

To line manage staff where appropriate.

3. Policy and Service development

Follow policies and comment on proposals for change and contribute to the development of protocols in own work area.

Raise awareness of policies, in own area, with employees of HDFT and organisations where there is a service level agreement.

To maintain good professional records according to HDFT guidance and NMC guidance.

Work with 0-19 team and Safeguarding Children Team, to promote joint working with partner agencies.

4. Research and Audit

To contribute as required by the Integrated Management Team in collecting data and statistics necessary for the accurate interpretation of the Safeguarding Children and Children in Care activity.

To contribute as required by the Integrated Management Team to conduct audits identified as appropriate through HDFT Audit department.

To contribute to audits at the request of Head of Safeguarding Children and Lead for Public Health and Quality.

Contribute to the collection of data to demonstrate effective service provision and presentation of the information through an annual report.

To assist the Local Authority in collection of data about the health needs of Children In Care to evidence the meeting of key performance indicators required by Government.

5. Managing Resources

To be responsible for the safe use of equipment by self and others.

To adhere to HDFT Travel policy.

6. Education and Training Role

Develop and maintain excellent personal levels of professional knowledge and skill by regular updating within own area of practice.

To obtain clinical supervision for own practice to promote excellent clinical practice as per HDFT policy.

Provide specialist advice and support to Specialist Community Public Health Nurses (SCPHN) students through education and training whilst they are in placement for the duration of the course.

Governance and Quality

Contribute to the management of complaints through local resolution and in accordance with HDFT complaints procedures, liaising with the appropriate managers, complaints manager and PET co-ordinator where appropriate.

Maintain appropriate health records according HDFT policies and to NMC record keeping standards.

7. WORK SETTING AND REVIEW

(Who is responsible for setting and reviewing the work, the extent to which the post holder works unsupervised, and the extent to which they are free to act without direct reference to a more senior person)

The post holder is an autonomous practitioner and must ensure the Management Team are regularly informed of progress of service delivery and is informed of risks to service provision.

The post holder will work closely with the Locality Manager who has responsibility for appraisals, agreeing objectives and performance management.

8. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

PERSON SPECIFICATION

POST TITLE: **Specialist Public Health Nurse/Safeguarding**

Factor	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Current NMC registration • Registered Nurse or equivalent, educated to degree level or relevant experience. • Up to date level 3 safeguarding children training 	<ul style="list-style-type: none"> • Additional relevant qualification of working with vulnerable children or ability to demonstrate having gained equivalent knowledge. • Supervisor Supervision training • Post registration qualification in Health Visiting or School Nursing degree or Nursing Degree with a wide range of child protection experience.
Experience	<ul style="list-style-type: none"> • Experience and ability to demonstrate working across agency boundaries. • Experience and ability to demonstrate teaching and assessing students, support staff and peers. • Able to demonstrate professional development from a minimum of 2 years working with children and families. • Experience of attending multi-agency meetings including child protection and strategy meetings. • Experience of working with vulnerable children / young people 	<ul style="list-style-type: none"> • Experience of clinical audit and performance management or willingness to learn. • Experience as a safeguarding children supervisor • Experience of working in a community setting
Knowledge	<ul style="list-style-type: none"> • Knowledge of evidence based care • Knowledge of clinical governance and risk management • Good understanding of the vulnerabilities of children and young people in care or within the safeguarding arena • Awareness and knowledge of latest guidelines/best practice in relation to Looked 	<ul style="list-style-type: none"> • Awareness of contextual safeguarding

	<p>After and safeguarding children and willingness to keep up to date</p> <ul style="list-style-type: none"> • Awareness and knowledge of latest Safeguarding Children research perspectives and implications for practice and willingness to keep up to date • Able to demonstrate knowledge of child- care law, confidentiality and consent. • Ability to demonstrate a strong commitment to safeguarding and promoting the welfare of children and young people • Able to demonstrate knowledge of local and national NHS developments and willingness to keep up to date 	
Skills and Aptitudes	<ul style="list-style-type: none"> • IT skills (email, internet, word processing) • Excellent communication skills • Excellent interpersonal skills • Ability to produce clear written reports • Ability to prioritise own time and prioritise effectively • Be able to confidently challenge practice and support colleagues in challenging perceived views offered by other professionals. • Positive and flexible approach • Able to demonstrate ability to work within a multi-disciplinary team • Able to demonstrate ability to work within a multi-agency environment • Ability to prioritise work demonstrating effectiveness during significant change • Adaptable to situations and can motivate people of all capabilities and attitudes • Self-motivated, proactive and innovative • Commitment to child- focused care. 	<ul style="list-style-type: none"> • Experience of attending complex child protection meetings.

	<ul style="list-style-type: none"> • Able to undertake assessment of risk • Able to challenge views of members of health and other agency teams • Able to work effectively with all levels of staff • Ability to transport self and equipment around the area in order to meet service needs • Ability to work autonomously and commit to the team • Adhere to HDFT Trust values and behaviours 	
Trust values and behaviours	<ul style="list-style-type: none"> • Strong commitment to safeguarding and promoting the welfare of children and young people • Positive and flexible approach • Ability to work in a multi-disciplinary team • Ability to prioritise work demonstrating effectiveness during a significant change • Adaptable to situations and able to motivate others • Ability to facilitate effective team working • Self-motivated, proactive and innovative • Commitment to child focussed care 	
Other requirements	<ul style="list-style-type: none"> • Must be able to drive, have access to a vehicle and hold a UK current and valid driving licence. Must be able to drive independently across HDFT footprint in order to meet service needs • Ability to work flexibly if required • Satisfactory enhanced DBS clearance 	

PERSON SPECIFICATION AGREEMENT

Post holder

Date

Line Manager

Date

Each of the above points should be considered in the light of minimum requirements listed in the job description.