

JOB DESCRIPTION

Job title:	Specialist Nurse
Grade:	Band 6
Directorate:	Children's and Specialist Services
Division:	Children's Services
Service:	Child Development Services

1. Job Summary

- a) Provides a specialist Nurse role within the child development services contributing to the assessment, intervention and care planning for children known to the service.
- b) Has an integral role in the co-ordination of services for children and their families and in forging and maintaining links with others working with children with complex needs. Provides consultation, support, training, high quality information and sign posting to families and other professionals.

Communication and Working Relationships

- a) To provide consultation on child development and disability within the Child Development Centre for internal and external professionals and parents requiring information, signposting, support and advice.
- b) To work with colleagues within Health, Education and Social Care to contribute to Education, Health and care Plans as appropriate.
- c) Provides teaching sessions for individual CYP, parents and families
- d) To communicate very sensitive, complex condition specific information to parent and carers and on occasions to children and young people providing empathy and reassurance.
- e) Contribute to the development of services and practice, evaluating care provision and providing support to others.
- f) Establishes and maintains communication with individual CYP (including parents/carers), and with groups, about difficult complex matters, overcoming developmental and cultural differences, to enable them and their parents and families to make informed choices and to participate in their care



- g) Proactive in counselling parents and families about long term health outcomes, following pre-determined guidelines/protocols and policies, referring to other members of the MDT
- h) Prepares CYP for deterioration in health status, supporting parents and families through the process referring to members of the MDT
- i) Provides education/teaching sessions for individual students and junior members of staff in clinical practice settings

2. Key Responsibilities

- a) Responsible for assessing, planning and implementing packages of care to meet the needs of children, young people and their families known to the CDC alongside other professionals within the MDT.
- b) Responsible for providing specialist public health promotion advice to children, young people, their families and staff and other agencies.
- c) Develops and sustains partnership working with individuals, groups, communities and agencies, sharing information and contributing to co-ordinated packages of care and support for CYP, parents and families
- d) Responsible for developing a specialist knowledge, underpinned by theory and experience of child development and disabilities.
- e) Responsible for contributing to the safeguarding of children and attending case conferences and/ or discussions as required following local safeguarding procedures.
- f) Promotes a culture to safeguard CYP, providing support to children and young people that have been abused.
- g) Responsible for providing clinical supervision to support staff, student HVs, nurses, nursery nurses/teaches, contributes to training other disciplines on specialist area.
- h) Acts as a mentor/preceptor to junior members of staff, assessing and facilitating development of others' skills and knowledge
- i) Responsible for accurate, contemporaneous records and written reports.

3. Main Tasks

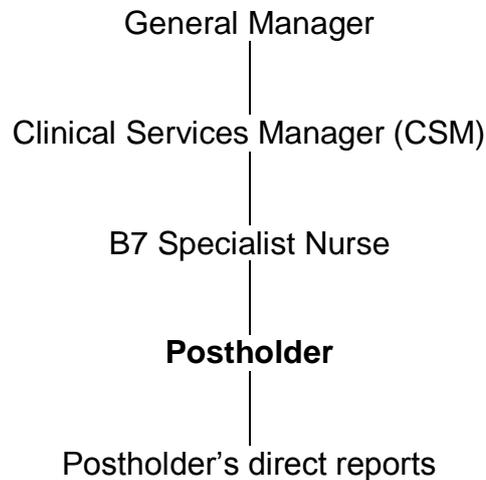
- a) Contributes to the development of services, protocols, pathways, monitor workload and implement service developments/team objectives.



- b) Undertakes assessments of individual children and their families which can include assessment and post diagnostic support of complex conditions.
- c) Uses clinical judgement and individual decision making about nursing care requirements; assesses, plans, delivers, evaluates and records care without supervision to address health related problems/needs when needs are relatively stable and consistent with others in the caseload.
- d) Co-ordinates and liaises with MDT members, delegating activities to a range of team members and influencing individuals to reach decisions and take resultant actions
- e) Promotes health through broad programmes/initiatives
- f) Organises and leads training sessions for individual/groups of CYP parents and families
- g) Contributes to the development and implementation of policy and care delivery strategies, acting as a source of advice for junior members of the nursing team on clinical matters and decision making.
- h) Able to initiate interventions to improve family resilience and reduce risk of family breakdown.. Able to respond appropriately when working with children with disabilities and their families regarding the impact of adverse life events, including how family health history, mental health and parental lifestyle choices impact on the child's health and development
- i) Participates in clinical audit with support from an experienced practitioner



5. Organisation / Supervision Chart



- a) The postholder may have tasks or responsibilities delegated to them, appropriate to their level of competence. They may also be expected to delegate tasks or responsibilities to other staff, as appropriate.
- b) The Delegation Policy sets out the expectation of staff regarding the safe delegation of clinical care and therapeutic interventions to unregistered practitioners and support workers.

6. Flexibility

- a) This job description is intended to provide a broad outline of the role. The postholder may be required to carry out other duties commensurate with their banding and competence.

7. Policies and Procedures

- a) The postholder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times.

8. Confidentiality and Data Protection

- a) The postholder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (2018) and General Data Protection Regulation (2018) at all times.
- b) The postholder must comply with all Trust information and data protection policies at all times. The work of a NHS Foundation Trust is of a confidential



nature and any information gained by the postholder in their role must not be communicated to other persons except where required in the recognised course of duty.

9. Health, Safety and Wellbeing

- a) Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and must follow these in full at all times, including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors and colleagues.
- b) The Trust is committed to support the health and wellbeing of all its employees. The post holder is required to familiarise themselves with the organisation's range of health and wellbeing support, share with their team, and report stress and ill health as early as possible.

10. Equality, Diversity and Inclusion

- a) The Trust aims to grow inclusive teams in which you feel like you belong, we encourage a culture of learning from different points of view. We want to support you to be courageous and to overcome bias and challenge prejudice.
- b) We are a Disability Confident Employer (Level 2). We go the extra mile to make sure disabled people get a fair chance. As well as paid employment we offer work experience, work trials and apprenticeships for disabled people.
- c) [You can read more about our commitment in our Inclusion Brochure.](#)

11. Use of Technology

- a) The Trust is making increased use of computer technology. The majority of employees (both clinical and non-clinical) should expect to use automated information systems in their work in order to improve quality and co-ordination of services, and to enable faster and more certain communication within the Trust. Necessary training will be provided.

12. No Smoking Policy

- a) SCFT operates a no-smoking policy, in line with Government legislation. This applies to all staff, visitors and patients. It is a condition of employment for staff that they do not smoke whilst on duty or in uniform or anywhere on Trust premises. This includes electronic cigarettes.



- b) Whilst we do not discriminate against employing smokers, they are expected to adhere to this policy and all prospective employees should be aware of this.

13. Professional Registration

- a) All employees who are required to be a member of a professional body are required to hold relevant registration and must comply with the standards and guidelines of their professional practice, education and conduct and must act at all times within the boundary of the code of conduct.

14. Infection Prevention and Control

- a) Infection Prevention and Control is everybody's responsibility. All staff, both clinical and non-clinical are required to adhere to the Trust's Infection Prevention and Control policy and make every effort to maintain high standards of infection prevention and control at all times thereby reducing the burden of Health Care Associated Infections.

15. Safeguarding Children, Young People and Vulnerable Adults

- a) SCFT 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. Rigorous recruitment checks are carried out and successful applicants may be required to undertake an Enhanced Disclosure via the Disclosure and Barring Service (DBS).
- b) To adhere to the Pan Sussex Child Protection Procedures and locality safeguarding procedures, attending case conferences, other meetings and partnership working as required.

16. Quality

- a) Excellent care at the heart of the community is our Trust vision. To make sure our care meets this high standard all staff must ensure that the three themes of quality care are provided in every encounter they have with our patients. The three themes are safe care, effective care, and patient-centred care.
- b) All staff, clinical and non-clinical, are expected to ensure that quality is a key consideration in all we do. This includes reviewing practice and being open to feedback on our performance, being open and honest, and seeking to identify, resolve, and appropriately escalate issues and risks.



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PERSON SPECIFICATION

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This person specification lists the requirements necessary to perform the job. Candidates will be assessed according to the extent to which they meet, or have the potential to meet the specification. It is therefore important that applicants pay close attention to all aspects of the person specification when deciding if their skills, experience and knowledge match these requirements.

Job title:	Specialist Nurse Child Development and Disabilities
Grade:	6
Directorate:	Children's Services
Division:	
Service:	Children's Services

Means of assessment include:

(AF) Application Form, **(I)** Interview, **(T)** Test, **(P)** Presentation

Criteria	Essential or desirable	Method of Assessment
Qualifications and/or Professional Registration		
<ul style="list-style-type: none"> • RN (Child/Adult) AND with an additional community qualification ie: Health Visitor/Specialist Community Public Health 	E	AF/I/T/P
<ul style="list-style-type: none"> • Educated to degree level in relevant subject area or evidence of equivalent experience 	E	AF/I/T/P
<ul style="list-style-type: none"> • Post grad diploma and/or short courses in relevant subject area 	D	AF/I/T/P
Experience		
<ul style="list-style-type: none"> • Experience of working with children with disabilities 	D	AF/I/T/P
<ul style="list-style-type: none"> • Experience of multi- disciplinary / multi-agency working. 	E	AF/I/T/P
<ul style="list-style-type: none"> • Minimum three years working as a Registered Nurse with families in the community. 	E	AF/I/T/P
<ul style="list-style-type: none"> • Experience of providing and receiving complex, sensitive and sometimes 	E	AF/I/T/P

Criteria	Essential or desirable	Method of Assessment
contentious information	D	AF/I/T/P
<ul style="list-style-type: none"> Evidence of skills for assessment and interpreting specialist patient/client conditions, taking appropriate action, including child protection issues 	D	AF/I/T/P
<ul style="list-style-type: none"> Experience of operational and clinical supervision of staff and students 	D	AF/I/T/P
Skills and Knowledge		
<ul style="list-style-type: none"> Working knowledge of Child Development and disability demonstrated by good clinical reasoning 	D	AF/I/T/P
<ul style="list-style-type: none"> Ability to demonstrate effective verbal and written communication skills 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to work on own initiative, make decisions and prioritise 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to relate theory to practice 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to work as an effective multi-disciplinary team member 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to act as an educator on a 1:1 basis 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to assess, develop, implement and evaluate programmes of care 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to provide cultural awareness and sensitivity to the differing needs of client groups 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to demonstrate knowledge of key legislation relating to children with additional needs. 	D	AF/I/T/P
<ul style="list-style-type: none"> Ability to demonstrate knowledge of caseload and workload management 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to demonstrate an understanding of relevant NHS legislation and policies 	E	AF/I/T/P
<ul style="list-style-type: none"> Ability to competently use computers including software such as word, excel, power points and proficient use of electronic patient records systems. 	E	AF/I/T/P
<ul style="list-style-type: none"> Should hold a driver licence and be able travel across the trust area to regular meetings. 	E	AF/I/T/P

Criteria	Essential or desirable	Method of Assessment
<ul style="list-style-type: none">• Ability to undertake research and audit activity with support.• Ability to demonstrate application to service development.	D	AF/I/T/P
	D	AF/I/T/P
Other requirements		
Ability to travel cost effectively across the area covered by SCFT	E	AF/I/T/P

