

Specialist Midwife for Safeguarding JOB DESCRIPTION

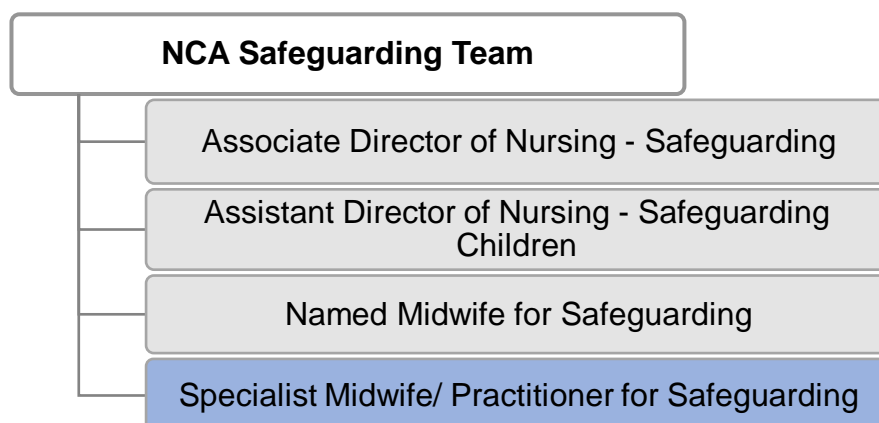
Job Title:	Specialist Midwife/ Practitioner for Safeguarding
AfC Band:	Band 7
Directorate/Service:	Corporate
Accountable To:	Named Midwife for Safeguarding
Responsible To:	Assistant Director of Nursing Safeguarding Children
Base Location:	Oldham
On-Call Requirement:	No

Values

Three values are at the heart of our organisation: **Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

Structure Chart



Job Summary

The post holder will assist the Named Midwife for Safeguarding, set, monitor and maintain robust safeguarding arrangements. They will contribute to training programmes and safeguarding supervision, ensuring that content and compliance meets the requirements set by local and national guidance.

As an integral part of the Northern Care Alliance (NCA) safeguarding service, the Specialist Midwife/ practitioner for Safeguarding will provide advice and support to the health colleagues and partnership agencies, both within and external to the hospital setting.

The post holder will assist the Named Midwife for Safeguarding in ensuring that safeguarding provision continues to develop according to need, and is delivered in an evidence based, Think Family, focused manner, in accordance with the National and Statutory Safeguarding agendas.

There is an expectation that applicants will be able to work flexibly and be able to cover core business hours 9-5pm Monday – Friday, pro- rata and have the means to work from other sites across the NCA if necessary.

Key Role and Responsibilities

The post holder will:

- In conjunction with the Named Midwife for safeguarding, other safeguarding professionals and specialist Midwives, ensure the delivery of a comprehensive vision for the continued development of safeguarding arrangements and provision within the maternity unit, community midwifery service and the wider organisation. This will include setting SMART goals and leading on projects and action plans.
- Ensure that there is effective, timely communication both internally and externally, which complements multidisciplinary/ interagency working.
- Ensure that there are appropriate pre-birth/ social work assessments completed and plans in place to safeguard vulnerable families. Participate in Strategy meetings and case conferences as required and ensure BadgerNet documentation is contemporaneous.
- Assist the Named Midwife for safeguarding in developing the Safeguarding training strategy within Maternity services. Facilitate training with other safeguarding professionals across the Trust, to meet all educational/ training requirements, including the training of Consultant and Senior Obstetricians and Gynaecologists.
- In collaboration with the Named Midwife and Nurse's for Safeguarding children, and Assistant Director for Safeguarding Children, ensure that recommendations from Child Safeguarding Practice Reviews, Safeguarding Adult Reviews and domestic homicides are implemented across the NCA, by delivering direct training and influencing policy and procedure.

- Assist with the planning, delivery and evaluation of the model of safeguarding Supervision alongside the Named Midwife for safeguarding in line with the NCA safeguarding supervision policy.
- Participate in the quality assurance and audit of court ordered professional reports, social updates on BadgerNet, case conference reports and referrals to Childrens and Adult social care.
- Lead and participate in audits as required.
- Support the Named midwife for safeguarding on relevant aspects of contextual safeguarding including Female Genital Mutilation; modern slavery; Child Criminal Exploitation OCGs; Child sexual exploitation and human trafficking, Honour Based Violence (HBV) and Forced Marriage (FM).
- Work with multi agency partners to embed the early help agenda within midwifery services and support Midwives to complete Early Help Assessments (EHA).
- Work with the NCA domestic abuse lead and midwifery service leads, to enhance the recognition and response to domestic abuse by midwifery services.

Communications and Relationships:

- Provide leadership and a credible, accessible and approachable safeguarding service which empowers staff.
- Communicate a range of highly complex, sensitive and contentious topics to a range of professionals in varying situations.
- Analyse complex safeguarding children and adult situations and provide professional judgements as to a range of options, deciding on best courses of action to ensure the optimum outcome for service users.
- Develop and facilitate training linked to the training strategy.
- Respond to changes in legislation and statutory guidance and disseminate as required.
- Escalate any identified concerns relating to safeguarding practice, documentation, partnership working or any others issues to the Named Midwife for safeguarding in a timely manner,
- Attend safeguarding meetings/ undertakes work as delegated by the Named Midwife for safeguarding.
- Accesses supervision and support from the Named Midwife for safeguarding in order to maintain positive emotional wellbeing.

Analytical and Judgmental Skills:

- Gather, analyse and evaluate evidence in order to promote the health of service users.
- Gather, analyse and evaluate evidence to present in professional reports and audits in both care organisation and multi-agency forums.

- Analyse complex safeguarding situations and provide professional judgements as to a range of options, deciding on best courses of action to ensure the optimum outcome for the child, family and other service users.
- Manage contentious and emotive information, providing advice on the management of sensitive cases.
- Monitor the quality and quantity of data and information, taking all necessary actions to deal with any problems. In collaboration with the Named Midwife for safeguarding,
 - Collate and analyse all information obtained using appropriate methods,
 - Synthesise the data and information and develop justifiable and realistic conclusions and recommendations.

Planning and Organisational Skills:

- Decide priorities for own work schedule, balancing other service related and professional demands, ensuring that these remain in accordance with those of the midwifery and safeguarding services as a whole.
- Attend, and chair when required, staff meetings and participate in discussions concerning the running of the service.
- Actively contribute to and support agreed developments and directorate/trust objectives.
- Plan, develop and lead-on appropriate service developments and quality improvements within the safeguarding service. This will include ad-hoc training and safeguarding supervision sessions.

Physical Skills:

- Demonstrate competency in standard computer skills including: use of keyboard, access to and use of word documents, basic management of excel.
- Ability to develop and amend word documents accurately on Windows 10 and above. Ability to develop and amend Excel spreadsheets accurately.
- Competent using standard databases.
- Access to email including sending, receiving, opening and adding attachments.
- Manage IT equipment securely.
- Manage paper records and following information governance procedures competently.
- Ability to drive or access and use public transport appropriately

Responsibility for Patient Care:

- Provide professional leadership and accountability to ensure the delivery of a high quality, patient centred service that meets the needs of the patient, and the Safeguarding agenda.

- Engage and work effectively with patients and partner agencies to identify concerns about health and well-being and discuss approaches available in management strategies for patients identified with safeguarding issues.
- Work in partnership with both external and internal stakeholders to incorporate prevention and management of Safeguarding into the planning development and evaluation of programmes for health promotion and early help.
- Monitor and evaluate safeguarding landscape in health and well-being taking appropriate action to so as to distribute and develop safeguarding resources effectively.
- Adopt a shared decision making approach when advising on consent whilst respecting individuals' dignity, wishes and beliefs as far as possible recognising the importance of the Safeguarding requirements.
- Follow a process of reasoning which demonstrates and enhances capacity for problem solving, critical analysis and critical decision making. Interpret all of the available information and make justifiable assessments.
- Work in collaboration with all interested parties to improve and optimize outcomes for children and young people.
- Support the empowerment of children, young people and their families (as appropriate) to exercise choice and influence decision-making ensuring appropriate training development and support exists across the organisation.

Responsibility for Policy/Service Development:

- To ensure safeguarding policies and procedures are in place within the organization and are in line with legislation, statutory guidance and Multi agency requirements.
- Contribute to the development, implementation and dissemination of organizational policies and procedures.
- Ensure that safeguarding is appropriately considered in the development and implementation of all organisational, divisional and directorate policies and procedures
- Encourage case discussion, reflective practice and the monitoring of trends at a local level.
- Actively influence, lead and participate in service developments across the care organisations and at local, regional and national levels ensuring the safeguarding agenda is promoted and understood.

Responsibilities for Financial and Physical Resources:

- Ensure appropriate and effective systems are in place to manage aspects of service including staff, environment, financial budgetary management, service delivery
- Work in partnership with senior leaders responsible for budget setting, monitoring and controlling the financial resources.
- Manage the service with an awareness of the budget.
- Identify and report on the resource implications of proposed and likely developments in the service.

- Work collaboratively with the senior management team in the preparation of bids for financial resources.
- In consultation with the senior management team develop clear plans for acquiring, allocating and managing financial resources to ensure:
 - Support the trusts visions and values
 - Take account of current and future constraints.
- Demonstrate clear procurement and commissioning processes Identify any problems with financial resource use/availability and make recommendations which are consistent with safeguarding objectives and organisational policies.
- Plan and schedule the efficient and effective use of material resources/supplies and actively manage variances.

Responsibilities for Human Resources:

- Awareness of business planning of the safeguarding team ensuring that the needs of the service are balanced with the requirements of staff.
- Line management where relevant of members of the safeguarding team under the direction of the Named Midwife for Safeguarding.
- Ensure the Principles and Values of The Trust are shared and understood across the team via the contribution framework.
- Work closely with other services to address safeguarding practice issues in relation to competencies and the Contribution Framework.
- Work with service leads and HR to address safeguarding practice in issues of performance management, training and development, disciplinary and grievance, recruitment and selection and complaints.

Responsibility for Information Resources:

- To be competent in the use of BadgerNet.
- To review information and add relevant clinical notes, significant events and safeguarding alerts.
- Understand and access to the Child Protection Information System (CP-IS) and evaluate its use.
- Consider Information sharing guidance for safeguarding children (Working Together To Safeguard Children 2023) reflecting the General Data Protection Regulation (GDPR) and Data Protection Act 2018.

Responsibilities for Research and Development:

- Act as a role model ensuring own actions promote quality and identify and manage any risks.
- Keep up to date and act consistently with quality standards and guidelines within their own clinical area and associated areas.

- Develop guidelines with the Named Midwife for Safeguarding and disseminates to the appropriate staff to ensure quality of care is constantly improved.
- Alert others to new developments and lead them in understanding how their practice should change to improve outcomes for women, unborn babies, babies, children and young people.
- Assess and monitor the quality of work in own area.
- Raise quality issues and related risks with relevant people and follow this up and address poor performance as per Trust policy e.g. complaints, incidents, poor communication
- Inform and influence Clinical Governance Issues Informally and formally network and share achievements.

Freedom to Act:

- Work as an autonomous practitioner in line with the code of conduct and standards of practice having regard to the NMC 'Code of Professional Conduct' for the nurse, midwife and health visitor and their professional contribution to Clinical Governance.
- Supervised by the Named Midwife for Safeguarding but with a high level of autonomy and self direction.
- Is guided by Trust protocols and codes of conduct interpreting national guidelines and policies applicable to own sphere of autonomous practice.
- In order to work within the organisations Clinical Governance framework, which includes NHSLA Standards accreditation, you must be fully competent and trained to undertake the tasks allocated to you.
- To practice competently post-holder must possess the knowledge, skills and abilities required for lawful, safe and effective practice without direct supervision. You must acknowledge the limits of your professional competence and only undertake practice and accept responsibilities for those activities in which you are competent.

Partnership Working:

- Effective partnership working is a key function of the role. The ability to communicate with key partners is essential.
- In order that organisations, agencies and practitioners collaborate effectively, it is vital that everyone working with children and families, including those who work with parents/carers, understand the role they should play and the role of other practitioners. They should be aware of, and comply with, the published arrangements set out by the Local Safeguarding Partners.

Making Every Contact Count:

- Front line-staff are in an ideal position to offer support and advice on how to improve health and wellbeing.
- Staff should use their interactions with the public to give them additional advice on health and wellbeing.

- Staff will be given training and support to help them to signpost people to other services which may improve their health and wellbeing.

All people (including consultants) who manage others:

You are accountable for the effective deployment of activities that ensure that your department/ward/clinical team is reducing hospital acquired infection. You will ensure that you and your staff comply with the Trust's policies on infection, prevention and control. You will ensure that you and your staff receive the training required to maintain competence to execute the Trust's policies on infection, prevention and control. You have a responsibility to bring deficiencies in the deployment of such policies to the attention of your line manager.

General Staff:

You have a personal responsibility to support your department/ward/clinic in reducing hospital acquired infection. You must comply with the Trust's policies on infection, prevention and control and maintain your competency to effectively discharge your responsibilities. You must bring deficiencies to the attention of your manager.

Electronic Patient Record:

Maternity services use the BadgerNet electronic system.

PERSON SPECIFICATION

Job Title:	Specialist Midwife/ Practitioner for Safeguarding
AfC Band:	Band 7

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • NMC registered Midwife/ Nurse. • Educated to Diploma/ Degree level. • Have completed specific training in the care of babies / children and young people. • Current Driving licence / access to car during work time, or willing to travel using public transport. 	<ul style="list-style-type: none"> • Have completed post registration training in safeguarding children including Law, Policy and Practice at post graduate Level. • Working towards Masters qualification in safeguarding or related subject or equivalent experience.

	<ul style="list-style-type: none"> Has experience in facilitating safeguarding supervision sessions/ has supported the facilitation of safeguarding supervision sessions. Attended MCA/ DoLS training. 	<ul style="list-style-type: none"> Has attended a leadership or management course. Teaching qualification, and/ or experience of delivering training.
Professional Registration	<ul style="list-style-type: none"> Current Professional Registration. Minimum 3 years Registered Midwife/ Nurse with Nursing and Midwifery Council. 	
Knowledge, Skills, Training & Experience	<ul style="list-style-type: none"> Excellent communication skills. Evidence of significant professional development in all aspects of safeguarding including: <ul style="list-style-type: none"> Child protection Early help Adult safeguarding Contextual safeguarding. Understanding of the application of the mental capacity Act (MCA). Data collection and IT skills. Report writing skills. Aware and abide with confidentiality procedures. In depth knowledge of child safeguarding and domestic violence issues including policies and procedures. Experience of working in a complex multi professional organisational environment. 	<ul style="list-style-type: none"> Experience of dealing with safeguarding adult cases. Previous line management responsibilities. Development of safeguarding pathways, standards and service models. Review and assessment of safeguarding services. Demonstrate understanding of the Mental Capacity Act in relation to 16 and 17 year olds. Evidence of working with senior managers to implement recommendations from Child Safeguarding Practice Reviews (formerly SCR's) and Domestic Homicide Reviews. Ability to identify and manage allocated resources in delivery of work plan.

	<ul style="list-style-type: none"> • Knowledge of clinical governance and staff development. • Knowledge and understanding of current NHS Policy. • Evidence of training skills • Understanding of local partners to be engaged and knowledge of the NHS, and Local Authorities. • Extensive knowledge of national safeguarding policies 	
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Living our Values

All colleagues are expected to demonstrate the NCA values and underpinning behaviours as you carry out your role.

Values	Behaviours (I will...)
CARE We listen and treat each other with kindness.	Provide the highest standard of care, with compassion and kindness.
	Communicate clearly, actively listen and be person centred.
	Seek to understand and empathise.
	Collaborate to deliver services that are safe and give confidence in our care.
APPRECIATE We value and respect each other's contribution.	Recognise and openly acknowledge how we all make a difference.
	Value and respect others and share in celebrating our successes.
	Treat people fairly, notice, champion and positively appreciate diversity.
	Provide constructive feedback to support growth and development.

INSPIRE We speak up and find ways to be even better.	Have a voice and act with integrity and honesty.
	Make time to learn, share and find new ways of working.
	Be positive, be open to change and empower others.
	Work with my team and other teams to agree and deliver best outcomes.

Appendix

The below details all the standard Trust requirements which must be incorporated within the role.

Infection Prevention
Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.
Safeguarding
The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.
Health and Safety
Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.
Confidentiality and Data Protection
Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation.
- advancing equality of opportunity between people who share a protected characteristic and those who don't.
- fostering good relations between people who share a relevant protected characteristic and those who don't.
- understanding the impact of policies, services and practice on people with different protected characteristics.

Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to, conduct themselves in a professional manner and in line with the Trust values and policies at all times.

Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values: Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to

be flexible in developing the role with initial and on-going discussions with the designated manager.