

Job Description



Job Title: Specialist Community Public Health Nurse Student – School Nursing	Service Area: Children's Health, 0-19 Services	
Directorate: CYPS	Post Number: Fusion	Evaluation No. 7598
Grade: SO1	Date last updated: 07/06/25	

People at the heart of everything we do

We are committed to putting people – Newham residents and Council staff – at the heart of all we do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our staff and services

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate parent

We believe that every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

Overall Purpose of Job

The London Borough of Newham, in partnership with the University of Greenwich, is offering a fully funded sponsorship opportunity for qualified Nurses and Midwives to undertake the Specialist Community Public Health Nurse (SCPHN) programme, specialising in Health Visiting. The course begins in January 2026 and is supported by NHS England (NHSE), with successful applicants employed on GLPC – 3 (AfC Band 5 equivalent) during training.

This development role is designed for NMC-registered professionals who hold a minimum 2:2 degree at Level 6, and are eager to enhance their knowledge and practice in public health and early years services. The post provides an ideal platform to develop expertise in addressing health inequalities, leading on the Healthy Child Programme, and delivering universal and targeted interventions for children aged 0–19 and their families.

You will work towards gaining the standards of proficiency for entry to the NMC register/recordable for (SCPHN)

To provide the SCPHN with a learning environment which will enable the student to develop knowledge, skills and competencies to take on the role of a qualified SCPHN within a defined pathway.

To gain the knowledge, skills and competence required in order to exercise higher levels of judgment, discretion and decision making in clinical care focusing on four broad areas:

- Clinical practice
- Community Engagement
- Clinical practice development
- Leadership in clinical practice

The post of the SCPHN Sponsorship Student is a development post building on existing knowledge, skills and competencies to achieve a higher level of practice resulting in an academic qualification as well as a recordable/registerable qualification with the Nursing and Midwifery Council.

Main duties and responsibilities:

As a Specialist Community Public Health Nurse (SCPHN) student on the School Nursing pathway, you are expected to demonstrate professionalism, accountability, and a commitment to lifelong learning while developing the advanced knowledge and skills needed to promote and protect the health and wellbeing of children, young people, and families in the school-aged population.

Regulatory and Ethical Practice

- Uphold the principles of the NMC Code (2018) in all aspects of clinical placement, academic learning, and professional behaviour.
- Practise safely and ethically under the supervision of your Practice Assessor and Supervisor, recognising the boundaries of your role and level of competence.
- Demonstrate honesty, integrity, cultural sensitivity, and respect for confidentiality at all times.
- Engage in reflective practice to identify strengths, areas for development, and the impact of your actions on service users.

Clinical Practice (under supervision)

- Apply principles of health promotion, early intervention, and prevention in school settings, family homes, and community outreach programmes.
- Support the delivery of the Healthy Child Programme (5–19), including National Child Measurement Programme (NCMP), immunisation, enuresis clinics, emotional wellbeing support, and sexual health promotion.
- Contribute to the planning, delivery, and evaluation of public health campaigns and educational sessions (e.g. hygiene, puberty, smoking cessation, substance misuse).
- Demonstrate awareness of Adverse Childhood Experiences (ACEs), trauma-informed practice, and health inequalities.
- Undertake supervised health needs assessments of children and young people, including physical, emotional, developmental, and social aspects.
- Recognise signs of safeguarding concerns including neglect, abuse, exploitation, or emerging mental health needs, and escalate appropriately under local safeguarding procedures.
- Participate in multi-agency child protection and Early Help meetings, gaining insight into thresholds and the role of the school nurse as lead professional or key worker.
- Learn to complete safeguarding documentation, referrals, and record-keeping in line with legal and professional standards.

- Build therapeutic, professional relationships with children, young people, families, and school staff.
- Develop communication skills suitable for working with young people of varied ages, abilities, cultural backgrounds, and health needs—including those with communication difficulties, learning disabilities, or English as a second language.
- Collaborate with education staff, health professionals, youth services, CAMHS, early help, social care, and voluntary organisations to support holistic care planning.
- Promote youth voice and involve young people in shaping services relevant to their needs and experiences.
- Engage actively in all academic components of the SCPHN programme, including lectures, seminars, assessments, and self-directed study.
- Complete and maintain a practice portfolio, evidencing progress toward NMC proficiencies and professional growth through supervised clinical placements.
- Participate in formative and summative assessments with the Practice Assessor and Academic Link Lecturer.
- Reflect on practice experiences and integrate theory from modules such as leadership, safeguarding, epidemiology, child development, and public health policy.
- Maintain accurate, timely, and secure records on systems such as RiO, ensuring compliance with GDPR and local data protection policies.
- Understand and apply infection prevention and control procedures, lone working policies, and risk assessment tools (e.g. for home visits or drop-in sessions).
- Participate in audit, feedback gathering, or quality improvement initiatives under the guidance of your supervisor or placement team.
- Learn to report incidents, near misses, or concerns using systems using RADAR.
- Represent the School Nursing service with professionalism in all community and educational settings.
- Maintain personal appearance and conduct in line with the organisation's dress code and behaviour standards.
- Attend all mandatory training, supervision sessions, and meetings required during the placement.
- Demonstrate commitment to inclusive, anti-discriminatory practice, challenging health inequalities and promoting equitable access to services.

Collaboration and Leadership

- Work collaboratively within multidisciplinary and interagency teams, contributing to case conferences, Early Help panels, and service planning activities.
- Begin to develop leadership awareness by reflecting on team dynamics, communication styles, and the coordination of care.
- Support service-wide initiatives, including group health promotion, audit, quality

improvement projects, and community outreach, as appropriate to the level of training.

Governance and Accountability

- Understand and adhere to organisational policies on safeguarding, health and safety, lone working, infection prevention, **and** equality and inclusion.
- Complete mandatory training and attend educational sessions as required by both the university and practice placement provider.
- Accept feedback from supervisors and mentors in a professional and constructive manner and use it to improve practice.

The fundamental responsibilities of the post holder are to attain the academic credentials and the clinical skills required to practice as a NMC registered Specialist Community Public Health Nurse on a defined pathway. These are summarised below:

- To fulfil the requirements of the Specialist Community Practitioner programme by attending university course dates and practice placement days in accordance with University regulations
- To work with the Practice Supervisor and Practice Assessor to develop the skills and competencies to achieve NMC Registration Standards for Specialist Community Practice
- With the support of the Practice Supervisor and Practice Assessor, to link the theoretical knowledge gained through the university programme to the practice situation
- To demonstrate an understanding of current and emerging National, Regional and local healthcare legislation, policies and guidelines as they pertain to chosen pathway
- To develop/build on skills of caseload and team leadership and management
- To work within University Regulations pertaining to academic work and student conduct
- To work within employing organisational policies as they pertain to the relevant clinical setting
- To work within employing organisational policies relating to employee responsibilities.

Academic Requirements

- Attend university teaching sessions, tutorials, study days, and complete academic assignments in line with programme requirements.

- Complete all portfolio-based assessments of practice, signed off by the Practice Assessor and University.
- Participate in regular tripartite reviews (Student, Practice Assessor, Academic Link).
- Demonstrate application of theory to practice across the four pillars of advanced practice: Clinical, Leadership, Education, Research.

Professional Development

- Maintain a reflective practice portfolio throughout the programme, mapped to NMC SCPHN Standards.
- Demonstrate an understanding of:
 - Child development, perinatal mental health, safeguarding, and early intervention.
 - Health inequalities and social determinants of health.
 - Adverse Childhood Experiences (ACEs) and trauma-informed practice.
 - Cultural competence and inclusive service delivery.
- Seek and respond positively to feedback from supervisors, colleagues, and service users.
- Work within own scope of competence at all times and seek guidance where appropriate.

Organisational Responsibilities

- Participate in team meetings, in-service training, and service audits as appropriate to student level.
- Comply with all local health and safety, safeguarding, and professional standards.
- Uphold organisational values, including respect, equity, collaboration, and integrity.
- Promote the image of the Health Visiting service within the community.
- Escalate concerns regarding child welfare, professional practice, or service delivery promptly.
- Work closely with Practice Supervisor and Practice Assessor, Academic Link Lecturer and Programme Tutor, Health Visiting Team Members, Early Help, Social Care, GP Surgeries, Midwifery, and Voluntary Services. Parents, carers, children, and community stakeholders

Confidentiality & Information Governance and Safety

- Adhere to the Data Protection Act (2018), GDPR, and Freedom of Information Act (2000).

- Ensure that all client information is stored and transmitted securely, with awareness of the NHS information governance protocols.
- Act in accordance with the Health and Safety at Work Act (1974).
- Report hazards, accidents, or concerns to the appropriate authority and contribute to a safe environment for staff and service users.
- Promote and practice equality, diversity, and inclusion in all aspects of service delivery.
- Challenge discrimination and uphold the values of fairness and respect in line with the Council's Equal Opportunities Policy.
- Adhere to all safeguarding procedures for children and vulnerable adults.
- Participate in mandatory safeguarding training and supervision, applying knowledge to recognise and escalate concerns effectively.
- Comply with infection control standards and ensure hand hygiene practices are followed rigorously.
- Attend required training and take personal responsibility for reducing the risk of infection transmission.
- Understand and participate in the organisation's risk management processes.
- Document and escalate risks appropriately and contribute to developing safer practice.
- Maintain a high standard of personal conduct, including abstaining from alcohol during work hours and complying with the No Smoking Policy.
- Avoid conflicts of interest and seek approval for secondary employment if applicable.

What You Will Do:

As a SCPHN School Nursing student, you will be an active learner and contributor in both academic and clinical settings, developing the public health nursing skills needed to support children, young people, and families in the 5–19 age group. You will:

- Participate in the delivery of the Healthy Child Programme (5–19) through school-based and community interventions.

- Support school nurses in health promotion activities (e.g., puberty talks, mental health workshops, NCMP, immunisation).
- Engage in public health campaigns addressing emotional wellbeing, substance misuse, sexual health, and healthy lifestyles.
- Conduct supervised health needs assessments of individual pupils and school populations.
- Gain experience in assessing safeguarding concerns, emotional wellbeing, and wider determinants of health.
- Learn how to identify children and young people at risk of poor outcomes and escalate appropriately.
- Shadow and support multi-agency working with schools, CAMHS, Early Help, education welfare, and social care.
- Attend child protection case conferences, Early Help panels, and team around the family (TAF) meetings.
- Maintain accurate clinical records under supervision in systems such as RiO.
- Practise safely under the guidance of a Practice Assessor and Practice Supervisor, adhering to safeguarding, information governance, and infection prevention policies.
- Engage in health promotion drop-in clinics, especially on issues such as sleep, enuresis, self-esteem, and anxiety.

What You Will Gain

As a student on the School Nursing SCPHN programme, you will develop the clinical, public health, and leadership skills required to qualify and register with the NMC as a Specialist Community Public Health Nurse – School Nurse. Other gains include:

- Deep understanding of child development, adolescent health, safeguarding, and the social determinants of health.
- Skills to identify, assess, and respond to vulnerable children and young people.
- Ability to design and deliver public health interventions tailored to school-aged populations.
- Completion of a postgraduate SCPHN qualification.
- A comprehensive practice portfolio mapped to NMC proficiency standards.
- Confidence in applying theory to practice through a balance of structured academic learning and practical experience.
- Exposure to caseload management, decision-making, and collaborative planning.
- Insight into the school nurse's role as lead professional/key worker for children with complex needs.
- Opportunity to contribute to audits, service user feedback, and quality improvement initiatives.
- Upon successful completion, eligibility for registration as a SCPHN – School Nurse with the NMC.
- A strong foundation for future roles in leadership, safeguarding, education, or

advanced public health practice.

- Placement experience that strengthens job readiness for Band 6 school nurse roles and beyond.

Personal Specification



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QUALIFICATIONS: Essential RGN/RSCN/Child branch Teaching Certificate (e.g. ENB 998/997) or equivalent mentorship training. Evidence of continuing professional development in line with the Knowledge and Skills for Health Visitors, School Nurses and Practice Supervisors Desirable: An accredited qualification in Systemic Practice is desirable. NSPCC Train the Trainers certificate Recordable qualification Child Protection Supervision (or willing to undertake) Recordable qualification in child protection (or willing to undertake) KNOWLEDGE: Display an understanding of recent legislation affecting Health Visiting/School Nursing and other community specialist practitioners Understanding of the legislation and guidance underpinning safeguarding and child protection.	Application Form/Documentation Application Form/Documentation Application Form /Documentation Application Form Application Form/Interview/Test Application Form/Interview/Test Application Form/Interview/Test
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Demonstrate knowledge and understanding of workforce development and evidence base practice. Ability to demonstrate evidence-based care and decision making that is responsive to the needs of children parents/carers Ability to analyse and interpret information and data, making timely and sound judgements and decisions Demonstrate a clear understanding of the NMC validation process and continuous development requirements in order to support clinical staff Understand the process for commissioning learning and development opportunities across organisational boundaries Advanced level of Knowledge and understanding of child care legislation and statutory guidance including the London Child Protection Procedures, Children Acts 1989 and 2002 and 2008 Knowledge and understanding of systemic theory and concepts and a commitment to applying these in practice. Advanced level of Knowledge and understanding of child development, parenting capacity, environmental factors and risk and protective factors. Knowledge and awareness of issues relating to communities from different racial and cultural backgrounds and Equal Opportunities. Leadership skills Able to network across organisations and structures Ability to demonstrate excellent organisational and time management skills Prioritisation & organisational skills. Ability to respond proactively, quickly and flexibly to changing priorities Able to negotiate contractual agreements within	Application Form/Interview/Test
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budgetary limits with training providers Able to support, supervise and coach the service educators, such as the Practice development facilitator and Practice teachers Statistical skills Presentation skills Computer literate including Internet, email Word, Excel and database use Ability to produce good quality reports Excellent communication skills Working as part of a team and committed to equal opportunities. Communication: Excellent communication skills: ☐ Verbal ☐ Written ☐ Electronic Highly developed facilitation/training/supervision skills Ability to be clear, concise and conscious of diverse learning styles in order to adjust delivery of message and approach. Maintain contemporaneous record keeping using excellent communication skills including an ability to write concise and comprehensive reports Ability to assess, advise and refer appropriately in situations involving complex needs. Effectively uses specialist knowledge and communication skills to initiate and sustain open and honest interactions, recognising the individual and collective needs of professional agencies	
EXPERIENCE: A minimum of three years' experience as a qualified Health Visitor/School Nurse Multi- agency/multidisciplinary working	Application Form

Experience of direct supervision of qualified and unqualified staff Experience of providing complex packages of care and interagency working Experience of teaching and assessing students Experience of conducting service wide training need analysis and implementing the appropriate service plans to maintain quality of clinical practice Experience of managing conflict and difficult situations and to challenge and support others appropriately and assertively Experience of clinical audit, benchmarking and evaluation of services. • A minimum of 2 years' experience of supervision of social work staff. • Experience of child protection and looked after children work with families in a local authority social services/social care department, NSPCC or other relevant agency. Experience of direct work with children and families Able to recognise what good practice looks like and demonstrate how they have delivered practice at that level. Experience of undertaking quality assurance/service improvement frameworks and/or carrying out quality assurance activities such as audits and practice observations. Desirable: Leading training Developing and delivery of projects Experience of first line management Experience as a clinical supervisor	Application Form/Interview Application Form/Interview Application/interview Application/Interview Application/Interview Application/Interview
SKILLS AND ABILITIES: Is able to take responsibility and demonstrate commitment to improving outcomes for children and their family.	Application form/ Interview

Is able to coach staff to support their development and promote good practice. Ability to prepare effectively and meet deadlines including the delivery of presentations and written reports that include analysis and professional judgements Respects and appreciates diversity and promoting an understanding of diversity issues in social work practice.	Application form/interview Application Form/Interview/Test Application form/interview
PERSONAL STYLE AND BEHAVIOUR: Ability to be professional, emotionally intelligent and able to communicate effectively in diverse situations. Ability to put the 6 Cs into practice The six Cs - care, compassion, competence, communication, courage and commitment. Leads by example and role models effective behaviour Inspires others by creating a motivating and energetic context within which practitioners are driven and supported to improve.	Interview Interview Interview Application/Interview/Test
OTHER SPECIAL REQUIREMENTS: This post is subject to an enhanced DBS check. This post is exempt from The Rehabilitation of Offenders Act (1974). Willingness and ability to work occasional evenings and weekends to maintain service delivery. Some of the duties undertaken by this post [may/will] require the post holder to have a full current driving licence The Local Government & Housing Act 1989	Application Form/Interview Satisfactory clearance at conditional offer stage

imposes restrictions on political activities for certain categories of local government employees. This post may be considered politically restricted in accordance with the provisions of the above Act. Should this be the case you will be notified and your contract of employment amended	
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