

Job Description



Job Title: School Health Specialists Clinical Lead- Early Help, Emotional Health, Wellbeing, Resilience and Safe Guarding	Service Area: Children's Health 0-19	
Directorate: CYPS	Post Number:	Evaluation Number: 5240
Grade: P05	Date last updated: June 2019	

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.

Aim of Role

The school health service will contribute to the London Borough of Newham (LBN) key priorities set out in the corporate plan for children, young people and families and in accordance United Nations (UN) Convention on the Rights of the Child¹.

The Specialists Clinical Leader will have a good understanding of Youth Trauma and ACES and the skills and tenacity to ensure that the children and young people on the defined specialist caseloads, are better supported to access the services to meet their identified needs. The Specialist Clinical Lead will be responsible for the day to day management and leadership of a school health team within the 4 Integrated Neighbourhood locality hubs.

These Specialists clinical role will strengthen the delivery of an enhanced and universal 4,5,6 service mode evidenced by the Healthy Child Programme and Health for All Children 5th Edition² within a defined locality area.

The Specialists Team Lead will also contribute to the development of clinical practice in school health service across the organisation, working closely with multi-professionals in education, voluntary sectors children social care and the wider health economy. This will strengthen collaborative multi-professional working across both professional and organisational boundaries in partnership with key statutory and voluntary organisations.

¹ United Nations Convention on the Rights of the Child (1990)

² <https://ihpe.org.uk/2019/03/new-publication-health-for-all-children-5th-edition/>

The post-holders will work within the 4 Early Help Quadrants/ neighbourhoods across the Borough to manage a defined specialists caseload within the enhanced programmes listed below, as well as provide support for the universal programme delivery.

- SCPHN Specialist Clinical Lead for Youth Safety Crime
- SCPHN Specialist Clinical Lead for Children in Education other than Schools
- SCPHN Specialist Clinical Lead for Early Help, emotional health, wellbeing, resilience and Safeguarding.
- SCHN Specialist Clinical Lead for Children with Long Term Conditions and Special Education Needs and Disability (SEND)

The post holders will work with children and young people 5- 19 years who attends school and/or alternative education provisions in the LBN to assess their identified health and implement individualised care packages to meet identified health needs in a timely manner in order to facilitate continuum of educational attainment

Overall Purpose of Job

The Specialists Clinical Leaders will be accountable for working within a defined caseload of school-aged children. She/he will work with their families and education staff to promote the physical, social and emotional health of children and participate in public health initiatives applying evidence-based practice

To develop, implement, and evaluate a comprehensive children's service that is aimed at continuously improving standards of health and social care for a defined practice population, and facilitating multi- professional working. This will be achieved through clinical practice, management, education, research and audit and professional activities taking into account corporate and directorate objectives within the clinical governance framework which underpins Healthy Child Programme and (HCP) and Working together to Safeguard Children including:

- Search for health needs.
- Stimulation of awareness of health needs.
- Influence on policies affecting health.
- Facilitation of health enhancing activities.
- Collaborative working.

Job Summary

The post holder is expected to have an awareness of the risk factors for young people at risk of offending and demonstrate willingness and flexibility to support community nursing initiatives across all the strands of child and family related nursing.

- SCPHN Specialist Clinical Lead for Early Help, emotional health and Wellbeing, resilience and Safeguarding will provide coordination to strengthen the early help and emotional wellbeing delivery priorities within the school health service.
- To support the embedding of Newham's Early Help Framework within school health through, training, clinical supervision ,one-to-one advice, and co-facilitation of the Early Help and Safeguarding workshops to enhance the clinical expertise within the school health service.
- To support seamless transitions of plans between universal, targeted, specialist and statutory services utilising the Early Help and school health Safeguarding pathways by ensuring these key tools are well implemented and embedded to facilitate best practice standards.

- To work in partnership with the LBN community nursing Safeguarding team to deliver evidence based safeguarding supervision models across the 0- 19 years care pathway.
 - To support the school nurses in addressing interagency challenges through reflective practice and supervision.
 - To take a lead role in the integration and partnership working with HeadStart and school Health to identify gaps and prevent duplication in service delivery of Tier 1 emotional health and wellbeing packages to meet identified needs using individualised or whole schools approaches.
 - To coordinate specific programmes / initiatives delivered in education/ school settings for a range of cognitive behavioural therapy (CBT) based self- management interventions to children and young people with mild to moderate anxiety and depression and/or behavioural difficulties.
 - To work in partnership with the Practice development Facilitator and Public Health Advisors in the delivery of Mental Health First Aide Training to staff in education settings so that they are able to identify and where appropriate, manage issues related to mental health and wellbeing.
 - To supervise and manage skill mix team responsible for delivering evidence-based intervention for children and young people, with mild to moderate mental health problems, in an education setting.
 - To deliver training packages across health and education setting in order to enable staff within these settings to identify children and young people within these settings who present with more severe problems to rapidly access more specialist service.
 - To actively lead on utilising key lessons learnt from concerns/ complaints or serious case reviews to improve clinical practice and standards across 0-19 years in partnership the safe guarding team.
1. To have the leadership skills required to manage a team of specialist community practitioners, registered nurses, and organise team workload.
 2. To manage a reduced workload, assessing need and identifying and implementing care packages for families with children and young people.
 3. To initiate and manage team audit to ensure clinical standards are met and clinical practice maintained and improved.
 4. To identify and initiate changes of practice based on research and audit in conjunction with the integrated team manager which will improve the service provision to children and families within the school health team and within the wider Newham community.
 5. To work collaboratively with other health service providers, members of the Integrated Neighbourhood teams, Social workers, Early Start Services and voluntary organisations to meet the needs of Newham's children and families.

Key Tasks and Accountabilities:

Key tasks and accountabilities are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time.

To undertake all responsibilities listed below:

Clinical

- To be professionally accountable for all aspects of own work and of skill mix team, including the management of client workload. Ensure a high standard of clinical care for clients and support team members.
- To undertake comprehensive assessments of clients, assessing need and identifying implementing and reviewing packages of care within agreed time scales.
- To ensure appropriate use of skill mix in providing packages of care.
- To support the enhanced and universal delivery of the evidence based 5-19 years Healthy Child Programme within a defined locality area
- To participate in working parties developing policy changes within children and young people service which will impact on service users.
- To provide appropriate and timely specialist advice and training/education to parents, carers and extended services providers in relation to children with special needs, ensuring a consistent high quality approach to client care.
- To initiate referrals to other agencies in accordance with national and local guidelines, sharing information and liaising on an ongoing basis to ensure the child or young people's needs are always considered paramount.
- To ensure staff attendance and input at all multi-disciplinary /multi-agency meetings relating to children with special needs, child protection, children in need, to ensure the delivery of a co-ordinated service which meets the needs of the child whilst promoting continuity of client care.
- To use a range of communication tools to communicate effectively with clients. This will include clients who may have difficulties in understanding or communicating. For example, clients may have English as a second language, learning disability or sensory impairment.
- To manage clinical risks relating to service provision considering at all times both the child and their own safety following procedures at all times.
- To have a good working knowledge of national and local standards and NMC (Nursing and Midwifery Council) guidelines, adhering to them at all times. Where poor practice is identified, to follow local policies and procedures to ensure deficits are rectified.
- To be responsible and accountable for maintaining accurate, contemporaneous and comprehensive client record in accordance with policy and NMC guidance.

Professional

- To be responsible for maintaining own competency to practice through school health activities, and maintain a portfolio in line with NMC guidance.
- To be responsible for ensuring that the educational/training requirements of the team are met, assessing and evaluating competence and building on core clinical competencies.
- To be responsible for ensuring that the educational/training requirements of pre and post registration students placed within the team are met.
- To ensure staff maintain and develop current knowledge of evidence based practice and public health agenda; such as immunisations, obesity monitoring and reduction in teenage pregnancies.
- To be actively involved in and supportive of group work and other professional activities relating to parenting.
- To monitor and evaluate the work and current practice of the team through the use of evidence based practice projects, audit and outcome measures to ensure clinical standards are met and clinical practice is maintained and improved.
- To attend and comply with child protection and clinical supervision in line with procedures
- To keep up to date with changes in immunisations, disseminating information to parents, children & young people and relevant professionals
- To act as lead professional/key worker where appropriate for children with complex health needs.
- Report any incidents / accidents to the line manager and complete the reporting forms as appropriate

Organisational

- To be responsible for the supervision and co-ordination of skill mix team on a daily basis.
- To ensure that own practice and that of team members meet the required professional standards of the children's & young people service.
- To be responsible for the safe and competent use of equipment by clients, children and young people through teaching, training and supervision, ensuring their regular maintenance in line with procedures.
- To be responsible for operational management of the integrated health visiting /school nursing team, allocating and organising the work of the skill mix team to meet service priorities on a daily basis.
- To be responsible for organising and planning allocated team workload to meet service and client priorities/targets; readjusting plans as situations arises.
- To encourage practice innovation and share good practice across the community health teams

Managerial Responsibilities

- To take a lead in the integration with other service providers.
- To ensure that appraisals for all team members are completed.
- To delegate work within the team ensuring at all times that team members' work within their individual competency levels.
- To set objectives, plan, evaluate and identify work priorities to ensure that all available resources and facilities are utilised for the benefit of clients.
- To assist Integrated Team Managers in managing staff leave and sickness to ensure a smooth delivery of service.
- Undertake the recruitment and selection process for the team in collaboration with the Integrated Team Manager.
- To report complaints to the Integrated Team Manager in accordance with the policy.
- To take first line responsibility for investigating complaints in line with LBN policy.
- To supervise and performance manage skill mix team. This will include the use of formal appraisal documentation.
- To take first line responsibility for disciplinary issues in line with policy.
- To encourage all team members to access effective and appropriate clinical supervision, including the provision of protected time.
- To assist Integrated Team managers in ensuring all team members access mandatory and other training and keep records of such training.
- To ensure staff fulfil their statutory obligations in relation to child protection, children in need and children with special needs.
- To provide child protection supervision to allocated practitioner.
- To ensure a high standard of professional conduct within the team, in accordance with the NMC and other related codes of professional conduct.
- To be aware of health and safety regulations reporting hazards, accidents and incidents and completing the necessary documentation.

Educational

- Initiate and participate in training and education programmes for students on community placements and new junior members of the integrated service.
- Contribute to the development and implementation of rotational education programmes for qualified nurses as appropriate for the service.
- Ensure all new staff have access to a planned induction programme and an up to date induction pack is available for use within the team.
- Maintain links between education establishments and practice

Other Duties

- To participate in specific public health and other initiatives as requested.
- To facilitate immunisation health promotion programmes and coordinated school based sessions as required.
- To participate in research as requested. To be responsible for keeping oneself up to date with changes in the NHS/Health and Social Care and practices within one's sphere.
- To keep accurate records on the electronic child health system and maintain accurate RiO diary and use the Early Help template as required.
- To have knowledge and adhere to all current policies and procedures, by the correct use of reports, memoranda and other communication paying particular attention to child protection policies and procedures.
- To submit mileage, special duty and petty cash claims punctually as appropriate.
- Clinical Supervision – To continue professional and personal development and clinical supervision within the organisation and other relevant programmes elsewhere.
- To represent the children and young people service at working groups/meetings as requested by the integrated manager.

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Personal Specification



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Grade: P05	Date last updated: June 2019	

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

CRITERIA- Essential	Desirable	METHOD OF ASSESSMENT
KNOWLEDGE: Sound knowledge and experience of Youth Trauma and Adverse Childhood Experiences (ACES). Research based practice, clinical governance audit and outcomes. Knowledge and understanding of legislation which influence Children & young people service. Knowledge of mentorship, clinical supervision and appraisals for skill mix. Knowledge and understanding of the needs of a multi cultural diverse community.		Application and Interview Application and interview Application and interview Application and interview Application and interview
EDUCATION/QUALIFICATIONS RGN/RSCN/Child branch	Mental health/counselling	Application and Interview

<p>Current valid NMC registration</p> <p>School Nurse qualification / degree SCPHN (post-graduate/ post- registration qualification)</p> <p>Mentorship qualification (ENB 998 or equivalent).</p> <p>Evidence of self- development within the nursing sphere.</p> <p>Leadership and management qualification/training</p>	<p>qualification.</p> <p>Auditing and research experience</p> <p>Safe Guarding supervisor qualification / experience</p>	<p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p>
<p>SKILLS AND ABILITIES:</p> <p>Excellent communication skills, written and verbal</p> <p>Evidence of excellent clinical skills- assessment, plan, treatment and evaluation</p> <p>Clinical Supervision skills</p> <p>Presentation and teaching skills</p> <p>Evidence of negotiating skills</p> <p>Ability to provide training for education staff, parents and children and young people</p> <p>Ability to work on own initiative and organise own workload while at the same time adhering to the quality and work standards required by the service</p> <p>Ability to critically examine own working practice and to contribute to the process of continual development of the school health service</p> <p>Ability to use IT and common software packages e.g. Word, Outlook, Excel and PowerPoint</p> <p>Ability to negotiate and navigate in a multidisciplinary team</p> <p>Ability to manage complex cases and situation and be solution focused.</p>	<p>Counselling skills</p> <p>Motivational Interviewing skills</p> <p>Willingness to update in the use ICT packages and other software packages e.g. Word, Outlook, Excel and PowerPoint</p> <p>Ability to provide mental health support at Tier 1 level</p> <p>Ability to motivate others to act.</p>	<p>Application and Interview</p> <p>Application and interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and Interview</p> <p>Application and interview</p> <p>Application and Interview</p> <p>Application and Interview</p>

		Application and interview Application and Interview
EXPERIENCE: Minimum of 18 months experience as a qualified school nurse Experience of contributing to team working Experience of planning and carrying out health promotion programmes Experience of delivering training and/or facilitating group sessions Experience of managing and leading others in a skill mix team	Experience of running groups Experience of leading a team	Application and interview Application and interview Application and interview Application and interview Application and 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.		Application Form/Interview/Test Application Form/Interview/Test Application Form/Interview/Test
OTHER SPECIAL REQUIREMENTS: 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, and be willing to drive a Council vehicle after completing a Council driving test. This post is subject to a enhanced DBS check. The Local Government & Housing Act 1989 imposes restrictions on political		Application Form/Interview Application Form/Interview/Test Satisfactory clearance at conditional offer stage Application Form

<p>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</p> <p>This post is exempt from The Rehabilitation of Offenders Act (1974).</p>		
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