

Job Title:	Clinical Lead - Public Health Nursing	
Job Grade:	H	
Reports To:	Senior Operations Manager	
Service Overview:		
Our children and young people’s public health services provide a comprehensive offer across school nursing and preventative health programmes, supporting children, young people and families with their health and wellbeing. Working across health, education, social care and community partnerships, our teams provide early intervention, identify health needs, safeguard children and young people and promote positive health and wellbeing. Support is delivered through a hub and spoke outreach model, working within schools and a range of community and clinical settings to make services accessible to the communities we serve. Our teams provide universal, targeted and specialist support across a range of health needs, including social and emotional health, healthy weight and eating, substance use and sexual health. This includes direct interventions alongside advice and support for children, young people, families and professionals through duty systems, telephone support and digital services. Through an accessible no wrong door approach, our services aim to reduce health inequalities, improve health outcomes and ensure children, young people and families can access the right support at the right time.		
Job Purpose:		
To provide senior strategic, professional and clinical leadership for the 5-19 Public Health Nursing Service across Tower Hamlets, holding borough-wide accountability for the quality, safety and effectiveness of school nursing practice and delivery of the Healthy Child Programme. As the senior clinical lead for the service, the postholder will provide professional advice, set and assure clinical standards, and ensure robust systems are in place for clinical governance, safeguarding, supervision, delegated practice, workforce competence, audit, risk management and continuous quality improvement. The postholder will lead on the delivery of the clinical service model, translating national policy, professional standards, evidence and population health intelligence into locally responsive pathways that improve outcomes and reduce health inequalities for children, young people and families. Working with commissioners, system partners and senior organisational leaders, the postholder will represent the service at strategic forums, influence the development of integrated pathways		

and provide assurance regarding clinical quality, statutory responsibilities, contractual performance and professional practice.

The postholder will also provide strategic oversight of the commissioned Oral Health Service, ensuring appropriate clinical governance, quality assurance, performance management and integration with the wider prevention and early-intervention offer.

The Clinical and Non-Clinical Service Managers will work collaboratively as members of the senior leadership team. Together they will contribute to strategic planning, partnership development, workforce wellbeing, safeguarding, quality improvement and achievement of organisational and contractual objectives.

Key Duties and Responsibilities:

1. Operational

- 1.1** Act as the senior professional and clinical lead for the 5 to 19 Public Health Nursing Service, providing advice to senior leaders, commissioners and partners on school nursing practice, clinical quality and public health priorities.
- 1.2** Hold borough wide accountability for the delivery and assurance of the clinical service model and its alignment with the Healthy Child Programme, professional standards, contractual requirements and local population need.
- 1.3** Translate national policy, legislation, professional guidance and emerging evidence into clinical pathways, workforce requirements and standards of practice.
- 1.4** Lead the development of a clear professional vision for Public Health Nursing and ensure clinical practice contributes demonstrably to prevention, early intervention and reduction of health inequalities.
- 1.5** Provide expert professional leadership during periods of service change, clinical complexity, organisational risk or significant operational pressure.
- 1.6** Hold accountability for ensuring clinical staff have clear arrangements for clinical supervision, professional accountability, delegated practice, competency assurance, audit and learning.
- 1.7** Oversee identification, assessment and mitigation of clinical risks, ensuring timely escalation and remedial action where quality or safety may be compromised.
- 1.8** Oversee clinical audits, ensuring learning results in measurable improvement and clinical standards are maintained.
- 1.9** Provide senior clinical assurance to organisational governance arrangements and commissioners regarding the safety, quality and effectiveness of service delivery.

1.10 Ensure systems support readiness for regulatory inspection and safeguarding review.

1.11 Support clinical policy development, review and implementation across the service.

2. Developing and Maintaining Relationships

2.1 Represent the service at appropriate senior strategic and operational forums, providing expert clinical input across public health, safeguarding, education, health and care partnerships.

2.2 Build and maintain effective relationships with commissioners and system leaders and contribute to borough wide strategies affecting school aged children and young people.

2.3 Advocate for the contribution of school nursing to population health, prevention, safeguarding, school inclusion and reduction of health inequalities.

2.4 Develop strong partnerships with schools, early years settings, primary care, dental providers, education, social care and voluntary and community organisations.

3. Managing Resources

3.1 Contribute to workforce planning, ensuring staffing establishment, deployment and skill mix support safe, equitable and effective delivery.

3.2 Ensure effective frameworks for clinical supervision, preceptorship, competency assessment, delegated care and continuing professional development.

3.3 Lead professional succession planning and develop clinical leadership capacity across Specialist Community Public Health Nurses, clinical leaders and staff nurses.

3.4 Provide senior professional oversight of recruitment, selection and retention for registered clinical roles.

3.5 Manage complex professional practice, capability and conduct matters in collaboration with HR and senior leaders, including liaison with professional regulators where appropriate.

3.6 Hold delegated responsibility for relevant service budgets and resources, where assigned, ensuring expenditure is controlled and aligned with service priorities.

3.7 Contribute to productivity and efficiency planning while ensuring financial decisions do not compromise clinical safety, statutory responsibilities or professional standards.

4. Managing Self

- 4.1** Prioritise own workload within agreed objectives using your own initiative.
- 4.2** Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 4.3** Take responsibility for your own and others' health and safety in the working environment.
- 4.4** Promotes equal opportunity and diversity within Compass.
- 4.5** Ensure that confidentiality is upheld at all times in line with Compass policy.
- 4.6** Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 4.7** Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.
- 4.8** To act as a role model in applying good infection control prevention and control policy and practice within Compass.
- 4.9** Participate in the Compass performance review process and respond to agreed objectives.

5. Flexible Approach

- 5.1** To undertake such other duties or requirements, including evening or weekend working where required, as may be reasonably expected in accordance with the grade of the post and agreed with the line manager.

Financial Responsibilities:

Hold delegated responsibility for relevant service budgets and resources where formally assigned, ensuring effective financial control, value for money and alignment of resources with clinical and service priorities.

Work with the Senior Operations Manager and finance colleagues to manage expenditure, workforce costs, commissioned activity, productivity and efficiency while safeguarding quality, statutory responsibilities and clinical safety.

People Responsibilities:

Senior professional, clinical and leadership responsibility for:

- Age 5-19 Public Health Nursing and School Nursing Service
- SCPHN and staff nurse workforce
- Clinical supervision, competency, delegated practice and professional-development frameworks

- Strategic clinical oversight of the Oral Health Service and its workforce, where applicable

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Registered Nurse with current NMC registration.
- Specialist Community Public Health Nurse (SCPHN) qualification or demonstrable experience of leading an SCPHN team.
- Demonstrable Master's level knowledge and experience in a relevant clinical, public health or leadership discipline, gained through postgraduate study or equivalent senior level professional experience.
- Degree level qualification or equivalent professional qualification.
- Evidence of continuing professional development.
- Leadership or management qualification, or willingness to work towards one.

Experience

- Substantial senior clinical leadership experience within school nursing, 5 to 19 Public Health Nursing or an equivalent children's community health service.
- Experience of contract management and commissioner engagement.
- Experience of holding service wide responsibility for clinical governance, professional standards, clinical risk and quality assurance.
- Experience of providing senior professional advice to commissioners and multi-agency partnerships.
- Experience of responding to clinical risk, complex safeguarding concerns, serious incidents, complaints or professional practice concerns.
- Experience of using population health, quality and performance intelligence to determine priorities and evaluate outcomes.

- Experience of workforce planning, succession planning, recruitment, retention and development across a clinical service.
- Experience of managing resources and contributing to budgetary control.

Knowledge

- Detailed knowledge of the Healthy Child Programme.
- Knowledge of clinical governance, professional accountability, clinical risk, delegated practice and regulatory requirements.
- Detailed understanding of safeguarding legislation, multi-agency arrangements and quality assurance requirements.
- Understanding of health inequalities, proportionate universalism, population health management and evidence based prevention.
- Knowledge of workforce development, performance management, clinical audit and quality improvement methods.
- Knowledge of information governance, confidentiality, Caldicott principles and data protection in children's services.

Personal

- Demonstrate credible, visible and values based clinical leadership.
- Able to exercise professional authority and make complex, evidence informed judgements, including where information is incomplete or decisions may be challenged.
- Able to communicate complex or sensitive information clearly and influence senior stakeholders across organisational boundaries.
- Commitment to improving outcomes and reducing inequalities for children, young people and families.
- Demonstrate compassion, integrity, accountability and professionalism.
- Resilient and adaptable within a complex and changing environment.
- Ability to motivate, inspire and develop others and foster a culture of learning and continuous improvement.

DESIRABLE

Qualifications

- Master's degree or equivalent postgraduate qualification in Public Health, Leadership, Healthcare Management or a related field.
- Advanced safeguarding qualification.
- Coaching, mentoring or quality improvement qualification.

Experience

- Experience of managing commissioned public health programmes.
- Experience of leading service transformation across organisational or professional boundaries.
- Experience of leading transformation projects.

Knowledge

- Knowledge of public health commissioning.
- Knowledge of population health management approaches.

Personal

- Demonstrates curiosity, professional courage and willingness to challenge existing practice to improve outcomes.

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Strategic Thinking** – able to identify and manage risk.

- **Confidence and Presentation Skills**– able to deliver messages in a confident manner, with excellent presentation skills and group work skills.
- **Communication skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Resilience and Workload Management** – able to work under pressure, dealing with peaks and troughs in workload and see tasks through to completion when under pressure.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self-awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated** – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all colleagues to do the same:

We are Solution Focused

We believe in the art of the possible
We believe in being courageous and collaborative

We Act with Integrity

We believe our actions speak louder than words
We believe in asking for and offering help

We are Consistent & Reliable

We believe tenacity leads to success
We believe that no effort goes to waste

We Value Each Other

We believe in treating others as we expect to be treated
We believe everyone has something to contribute regardless of role

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Equality, Diversity & Inclusion:

The post holder must demonstrate and share our commitment to EDI:

- Actively support a safe, inclusive team culture where colleagues and service users of all backgrounds feel respected and empowered.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.