


<b>Job Title:</b>	School Staff Nurse	
<b>Service:</b>	Enhanced Public Health Nursing Service (Tower Hamlets)	
<b>Reports To:</b>	Locality Clinical Manager	
<b>Grade :</b>	Grade E £31,962- 39,172 plus London Weighting £4,500	
<b>Service Overview:</b>		
<p>School Staff Nurses operate on an outreach basis using the hub and spoke model, and are responsible for delivery of the service within co-locations including schools, YJS, youth clubs, CAMHS as well as the clinical hub and spokes. Health and Wellbeing Practitioners deliver a range of interventions to Children, Young People and Families aged 5-19 (up to 25 years with Special Educational Needs or Disability) to meet their holistic health needs including social and emotional health, weight and eating, substance use and sexual health. They offer an accessible service with no wrong door approach. Activities include; Universal, Targeted and Specialist services, as well as taking part in the Duty System, providing telephone support for professionals, young people, parents and carers and delivering the text messaging and app service.</p>		
<b>Service Structure:</b>		
<p>The service consists of 4 locality teams located in geographical ‘spokes’ across Tower Hamlets with a central administrative base in Bow. The Service Manager is supported by a Clinical Manager, two School Nurse Team Leaders, and a senior administrator. The teams are directed by school nurses who hold a Specialist Community Public Health Nurse (SCPHN) qualification and will act as the named lead contacts for primary partners such as schools. Teams consist of registered nurses and appropriately skilled and experienced health and wellbeing support staff relevant to the range of services offered as part of the universal Healthy Child Programme.</p> <p>Supported by a Central Admin Team, the teams work corporately conducting appointments with children, young people and families from a wide range of child friendly locations across the Borough.</p>		
<b>Job Purpose:</b>		
<p>The role of the School Staff Nurse is to support the service to deliver the Healthy Child Programme. This programme aims to bring together health, education and other main partners to deliver an effective programme of prevention and early intervention support to school aged children and young people. The School Staff Nurse will be an active member of the team working with others to deliver positive outcomes for children, young people</p>		

and their families. They will provide professional information, advice and support to individuals and skill mix teams to enable the efficient and effective delivery of Children and Young People's Health and Wellbeing Service; this will include physical and emotional health, substance misuse, sexual health and support across the holistic wellbeing needs of children and young people connecting with the service. They will be required to carry out a range of assessments, brief interventions, proactive public health initiatives and work both independently and as part of a multi-agency team around the family. Safeguarding will be an integral aspect of the role.

### **Key Duties and Responsibilities:**

#### **1. Service Delivery**

- 1.1 Support the SCPHN to implement and deliver the Healthy Child Programme, substance misuse interventions and sexual health interventions.
- 1.2 Act as the initial point of contact for children, young people, families, schools and partner agencies on health and wellbeing related issues via duty and in outreach provision.
- 1.3 Carry out assessments and follow ups as delegated by the qualified School Nurse
- 1.4 Carry out brief interventions following specific care pathways in response to identified need
- 1.5 Deliver time limited structured specialist psychosocial and preventative early interventions to young people and families who are experiencing social, psychological or physical impact on their health and wellbeing
- 1.6 Deliver Level 1 and Level 2 smoking cessation on an outreach basis.
- 1.7 Deliver 'Clinic in a box' including pregnancy testing, STI testing (partner notification), C-Card and contraception.
- 1.8 Deliver referral meetings both in schools and community settings
- 1.9 Work predominantly at universal and targeted level referring onto specialist agencies when required
- 1.10 Actively disseminate public health information/initiatives as part of a whole team approach
- 1.11 Deliver public health information /initiatives in line with the annual school public

health plan in collaboration with other priority agencies.

1.12 Deliver and support children, young people and families in need of targeted services through the Early Help and other processes. This includes taking the role of Lead Professional where required and appropriate

1.13 Deliver and support children and young people who have long term conditions or complex health needs including providing or coordinating support, education and training for families/carers and school staff in partnership with specialist healthcare professionals. This includes contributing to individual health care plans.

## **2. Developing Effective Relationships:**

2.1 Be a proactive member of the team and reflect Compass' values.

2.2 Actively work towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements

2.3 Build strong links with key departments within Compass and develop key relationships with colleagues in other services

2.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass equalities themed lead function and contribute to initiatives in the 6 high impact areas.

## **3. Managing Self**

3.1 Prioritise own workload within agreed objectives using your own initiative.

3.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and maintain compliance with mandatory training required for the role.

3.3 In conjunction with your line manager, take responsibility for shaping and directing your assigned equalities themed lead area of work and supporting others in the development of their themed area

3.4 Take responsibility for your own and others' health and safety in the working environment.

3.5 Promotes equal opportunity and diversity within Compass

- 3.6 Ensure that confidentiality is upheld in line with Compass policy
- 3.7 Ensure safeguarding responsibilities are delivered in line with role and competency level
- 3.8 Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines
- 3.9 Maintain accurate records in line with the Compass policies and procedures
- 3.10 Manage conflict that may arise whilst working on behalf of Compass
- 3.11 Act as a role model in applying good infection control prevention and control policy and practice within Compass

**In addition to these functions the post holder is expected to:**

Carry out other duties as may be reasonably expected in accordance with the responsibilities/competency level of the post

**It is essential that the post holder carries out their work in line with NMC standards including, but not limited to:**

The Code: Professional Standards of Practice and Behaviour for Nurses and Midwives and Standards of Proficiency for Specialist Community Public Health Nurses.

**Key working Relationships:**

The post holder is required to build effective operational and strategic sustainable partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include:

- Key Health and Wellbeing and/or pastoral leads within education
- MAST and Safeguarding teams
- Children and Family services
- Health Visiting and Family Nurse Partnership services
- Primary care services
- CAMHS
- A&E, paediatricians and managers within acute services
- Other voluntary organisations
- Youth Council and other children, young people and parent forums.

**Financial Responsibilities:**

Maintains own accountability to act within the Compass Financial Procedures – ensuring value for money and good governance.

**People Responsibilities:**

Responsibility for the facilitation and delegation of activities for support staff within the skill mix team.

Clinical/practice supervision.



**PERSON SPECIFICATION – School Staff Nurse**

Attributes	Requirements	Essential/Desirable (E/D)	Identified By
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Registered Nurse</li> <li>RN Dip HE Child/RSCN</li> </ul>	E D	Application form Interview
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Experience of delivering PH services to CYPF</li> <li>Relevant experience of working with children/young people and families</li> <li>Community experience</li> <li>Working in teams</li> <li>Delivering interventions on a 1:1 and/or group basis</li> <li>Managing a caseload</li> </ul>	E E  E E E E	Application form Interview
<b>SKILLS &amp; APPTITUDE</b>	<ul style="list-style-type: none"> <li>Able to organise workload and demonstrate time management skills</li> <li>Work under pressure and able to manage changing priorities</li> <li>IT skills</li> <li>Attention to detail and accuracy</li> <li>Ability to show empathy</li> <li>Good communication and interpersonal skills</li> <li>Able to work as part of a team and willing to help and assist</li> <li>Able to develop, establish and maintain positive relationships with others both internal and external</li> <li>Positive attitude; flexible and adaptable; solution focused; and tenacious</li> </ul>	E  E  E E E E  E  E	Application Form Interview References

	<ul style="list-style-type: none"> <li>• Be flexible and adaptable to meet business need</li> <li>• Has a strong degree of personal integrity.</li> </ul>	E E	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Ability to work all year round</li> <li>• Due to the nature of the role there is a need to travel to individual schools, which will require a driving license and access to a vehicle (for individuals who cannot drive due to a disability, we can consider accessibility options i.e. provided via Access to Work etc).</li> <li>• Ongoing commitment to maintain registration in core profession.</li> </ul>	E E	Application Form Interview