

School Nurse (SCPHN)

Service: Connect for Health

Reports to: Team Leader

About Connect for Health

Connect for Health is an accessible, solution-focused service that successfully delivers key elements of the Healthy Child Programme to school aged children and their families (including up to 25 years old with SEND). Our objective is to improve the health and well-being of school-aged children and young people in Warwickshire and reduce health inequalities.

About the Role

As a School Nurse within Connect for Health, you will provide professional leadership and support to a skill mix team to enable the efficient and effective delivery of our Healthy Child programme. In this role you will be helping children, young people and families to achieve positive health and their well-being outcomes.

You will use your clinical judgement and public health expertise to identify health needs early, determine risk and protective factors, and provide early interventions to prevent health issues from escalating. You will deliver a range of assessments, brief interventions and proactive public health initiatives, working both independently and as part of a multi-agency team around the family.

Safeguarding children is an integral part of the role and your commitment to the well-being of children, young people and their families should be central to everything you do.



Stratford-Upon-Avon

You will be based at our Stratford-Upon-Avon office but will work from a variety of settings including schools, children's and family centres and homes, working flexibly and creatively to best engage and meet the diverse health needs of your case load.



1. Delivering our Services

- 1.1 Manage and lead others in the delivery of the Healthy Child Programme; delegating tasks and interventions appropriately to the skill mix team.
- 1.2 Be a confident, autonomous practitioner who takes responsibility for the care they give to children. Proactively managing a caseload, prioritising cases according to risk and level of need and keeping up-to-date and accurate records. Make appropriate referrals to other available services within the school, in the community or with a specialist service.
- 1.3 Act as the initial point of contact for children, young people, families, schools and partner agencies on health and well-being related issues. Act as a resource to others via our Duty Nurse System.
- 1.4 Plan, deliver, audit and evaluate clinical interventions and care pathways, ensuring that processes are in place and followed for effective assessment, planning, implementation and evaluation of the care provided to children.
- 1.5 Analyse, evaluate and prioritise health needs data, utilising profile tools and evidenced sources, e.g. (JSNA, Health Needs Assessment, OHID), using the data to influence and inform work undertaken within the service.
- 1.6 Oversee, deliver and support health needs assessments and follow-up interventions for children in mainstream schools as well as marginalised groups such as CiC and home educated. Support with the co-development of public health information/initiatives which will contribute to the creation of the school public health plans.
- 1.7 Oversee, deliver and support children, young people and families in need of Early Help. This includes taking the role of Lead Professional where required and/or delegating responsibilities to other registered nurses within the team. Actively contribute where appropriate in line with the role and responsibilities, to safeguarding multi-agency assessments, meetings and reports including Early Help, CiN, CiC and CP
- 1.8 Oversee, 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.
- 1.9 Deputise for the team leader, ensuring that there is no fall in performance in their absence. This may include managing the team and ensuring adequate cover is available.

How we work: Our Compass Values



With Integrity



Valuing Each Individual



Being Solution-Focused



Consistent & Reliable

As part of the role you will be ...



2. Leading People

- 2.1 Effectively lead staff in order to deliver results; inspiring others to be positive in their everyday practice and service delivery.
- 2.2 Contribute to ensuring adequate cover for the service throughout the year in collaboration with Team Leaders; Clinical Operations Manager, Practice Educator and Service Manager.
- 2.3 Contribute to the performance management of the team, providing feedback on the colleagues performance. Where necessary, take responsibility for overseeing the work of others.
- 2.4 Provide supervision and support with annual appraisals to individuals, giving constructive, regular feedback which helps those individuals reflect on their work, understand their objectives and the CQC standards, and monitor their progress towards achieving them. Ensure the team feel supported to deliver the very best care to children.

As part of the role you will need to ...



3. Develop Effective Relationships

- 3.1 Be an active member of the team and role model Compass' values
- 3.2 Actively work towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 3.3 Build strong links with key departments with in Compass and develop key relationships with colleagues in other services.
- 3.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function.



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As part of the role you will need to ...



4. Carry Out Self Management

- 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 In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area of work and supporting others in the development of their own themed area.
- 4.4 Take responsibility for your own and others' health & safety in the working environment.
- 4.5 Promote equal opportunity and diversity within Compass.
- 4.6 Ensure that confidentiality is upheld at all times in line with Compass policies and procedures.
- 4.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 4.8 Maintain accurate records in line with Caldicott principles and Compass policies, procedures and guidelines.
- 4.9 Manage conflict that may arise whilst working on behalf of Compass.
- 4.10 Act as a role model in applying good infection control and prevention 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 within The Code: Professional Standards of Practice and Behaviour for the Nurses and Midwives (NMC 2015) and Standards of Proficiency for Specialist Community Public Health Nurses (NMC 2008).



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Who we're looking for ...



Personal Specification

Essential Qualifications

- NMC registered nurse
- Specialist Community Public Health (SCPHN) Qualification

Essential Experience

- Previous mentorship/preceptorship experience
- Caseload management responsibilities

Essential Skills & Attributes

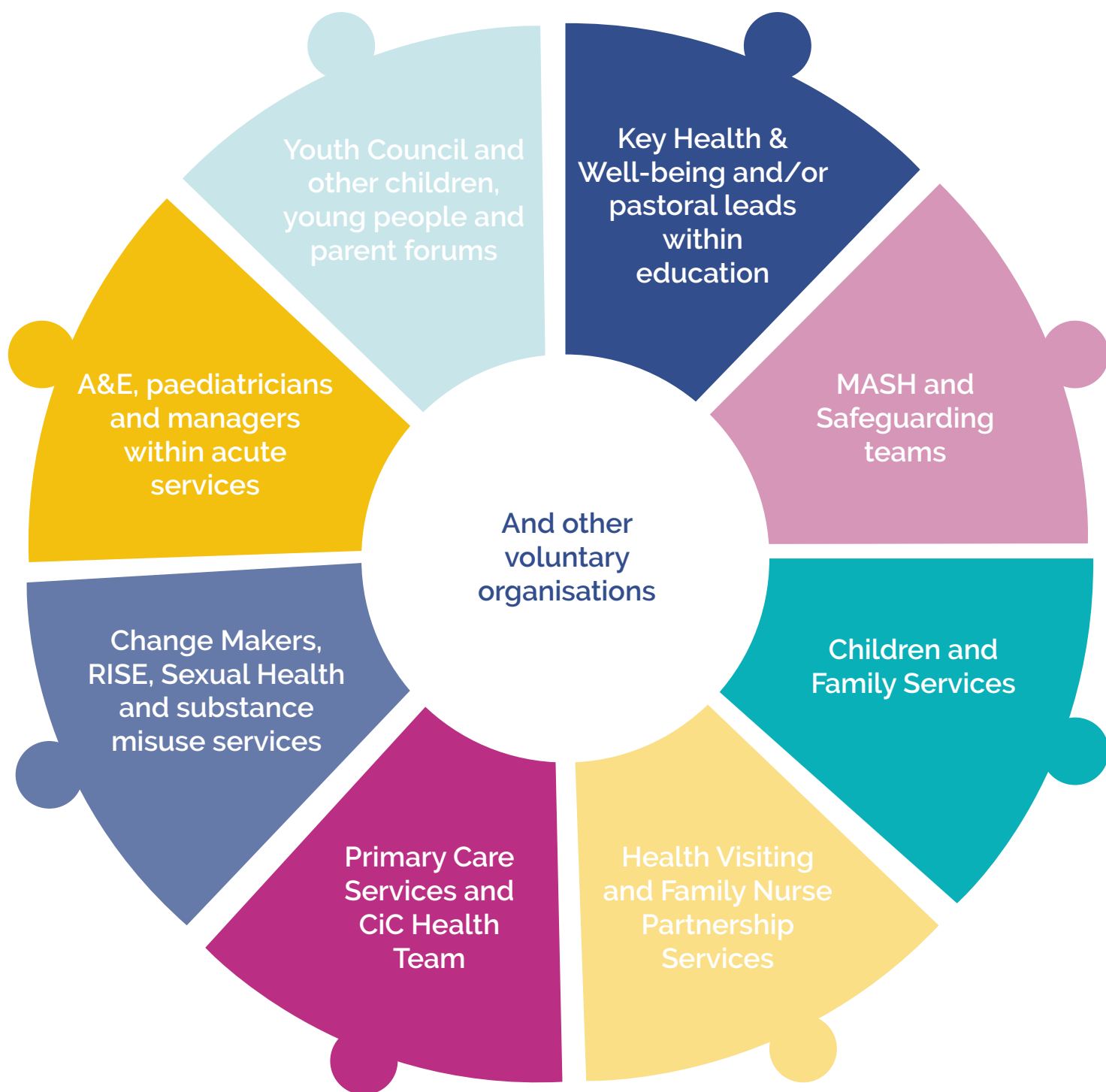
- Demonstrate leadership and the ability to delegate and supervise staff
- Recognition and escalation of risk, contributing to control measures
- Planning workload and time management
- Work under pressure and able to manage changing priorities
- Understand the need for evidence and statistical data collection, and achieving targets
- IT skills
- Team player and a dynamic personality
- Multiagency/disciplinary working
- Excellent communication skills and able to relate to children and young people
- Innovative practice and ability to influence others
- Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention
- Visionary approach to managing change and transition
- Positive attitude; flexible and adaptable; solution focused; and tenacious
- Be flexible and adaptable to meet business needs
- Has a strong degree of personal integrity

Desirable

- Experience working with vulnerable groups

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:



Safeguarding

The post-holder must share and demonstrate our commitment to safeguarding, working pro-actively to safeguard and promote the welfare of children, young people and vulnerable adults.

Pre-employment Checks

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.

All employees should exemplify our Compass values and it should be central to everything you do.



With Integrity

Committed to honesty and openness with all activities.



Valuing Each Individual

Respecting the needs of each person and helping them gain greater control of their life.



Being Solution-Focused

Responding quickly and flexibly to current and emerging needs.



Consistent & Reliable

Always delivering on our commitments

For an informal discussion regarding the role, please contact our Service Manager; Karen Cornick on 03300 245 204.

**Connect
for Health**
Your school nursing service