


Job Title:	School Nurse (SCPHN)	
Service:	Enhanced Public Health Nursing Service (Tower Hamlets)	
Reports To:	Locality Clinical Manager	

Service Overview:

School 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.

Service Structure:

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 Locality Clinical Managers, and senior administrators. 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.

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.

Job Purpose:

The School Nurse will hold a Specialist Community Public Health Nursing (SCPHN) qualification (School Nursing). The School Nurse will use their clinical judgement and public health expertise to identify health needs early, determining risk and protective factors, and providing early intervention to prevent issues escalating. They will have in depth knowledge of the Healthy Child Programme and will have responsibility for the delivery of the programme with a locality, skill mix team. The School Nurse and the team is required to facilitate and deliver a range of health assessments, brief interventions and

proactive public health initiatives to support the child in achieving positive health outcomes: 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 use research and audit to deliver an evidence-based service with clear outcomes for children, young people and families.

The School Nurse will be an autonomous practitioner who can also work as part of a multi -agency team around the family. Safeguarding is an integral aspect of the role and will require broad multi-agency working.

They will work with others to ensure that Public Health initiatives which promote positive lifestyle behaviours in children, young people, families are delivered across schools and communities. They will work with others in reflecting, evaluating and analysing intervention effectiveness. They will work with others to ensure that all schools in the defined locality are provided with access to Public Health interventions and provide support and mutual aid in other localities to achieve the same. Data analysis and report writing is a component of the role.

The School Nurse will individually and collectively provide; clinical leadership, information, advice and support to skill mix teams to enable the efficient and effective delivery of the Service. They will provide individual and group supervision to colleagues and will actively contribute to the annual appraisal process. They will be a role model to others.

Key Duties and Responsibilities:

1. Service Delivery

- 1.1 Manage and lead others in the delivery of the Healthy Child Programme, substance misuse interventions and sexual health interventions 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 specialist service.
- 1.3 Act as the initial point of contact for children, young people, families, schools and partner agencies on health and wellbeing 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.

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- 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 Children Looked After and home educated. Support with the co-development of public health information/ initiatives which will contribute to the creation of school public health plans.
- 1.7 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
- 1.8 Deliver Level 1 and Level 2 smoking cessation on an outreach basis.
- 1.9 Deliver 'Clinic in a box' including pregnancy testing, STI testing (partner notification), C-Card and contraception.
- 1.10 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 role and responsibilities, to safeguarding multi agency assessments, meetings and reports.
- 1.11 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, school staff in partnership with specialist healthcare professionals. This includes contributing to individual health care plans
- 1.12 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.

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 Manager, and Service Manager.
- 2.3 Contribute to the performance management of the team, providing feedback on colleagues performance. Where necessary, take responsibility for overseeing the

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work of others.

- 2.4 Provide supervision and support with annual appraisals to individuals, giving constructive, regular feedback which helps colleagues 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.

3. Developing Effective Relationships

- 3.1 Be an active member of the team and role modelling 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 within 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 equalities themed lead function taking a lead in one of the defined high impact areas..

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 maintaining compliance with mandatory training requirements of the role.
- 4.3 In conjunction with your line manager, take responsibility for shaping and directing your assigned equalities/high impact themed lead area of work and supporting others in the development of their themed area
- 4.4 Take responsibility for your own and others' health and safety in the working environment
- 4.5 Promote equal opportunity and inclusion within Compass
- 4.6 Ensure that confidentiality is always upheld in line with Compass Policies and Procedures
- 4.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.

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- 4.8 Maintain accurate records in line with Caldicott principles and Compass policies and 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 prevention and control policy and practice within Compass.
- 4.11 Take responsibility for maintaining and renewing all required professional registrations with governing bodies necessary to the role and/or qualification. Any renewal or withdrawal must be promptly communicated with your Line Manager.

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 all staff within their skill mix team.

Clinical Supervision.



PERSON SPECIFICATION – School Nurse (SCPHN)

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Registered Nurse • Specialist Community Public Health Nursing qualification (SCPHN - School Nursing) 	
Knowledge & Experience	<ul style="list-style-type: none"> • Experience of delivering the HCP • Previous mentorship / preceptorship experience • Caseload management responsibilities 	<ul style="list-style-type: none"> • Working with vulnerable groups
Skills & Aptitude	<ul style="list-style-type: none"> • Demonstrate leadership and the ability to delegate and supervise staff. • Recognition and escalation of risk, contributing to control measures. • Planning workload, time management. • Work under pressure and able to manage changing priorities • Understand need for evidence and statistical data collection and achieving targets. 	

	<ul style="list-style-type: none">• 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 need• Has a strong degree of personal integrity• Able to regularly travel for work purposes effectively and efficiently around the borough.	
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Compass values

The post holder must demonstrate all Compass values:

- Integrity: An unstinting commitment to honesty and openness in all our 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 Approach: Always delivering on our commitments.

Safeguarding

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

DBS checks

DBS checks will be undertaken 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.

Equality, Diversity and Inclusion (EDI)

We know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We expect all those employed or who volunteer to share our commitment.