


<b>Job Title:</b>	School Staff Nurse	
<b>Service:</b>	Connect for Health	
<b>Reports To:</b>	School Nurse Team Leader	

**Service Overview:**

Connect for Health is a high quality, visible, accessible and confidential outcome focused service that improves the health and wellbeing of children and reduces health inequalities for school aged children and young people in Warwickshire.

The service delivers the Healthy Child Programme (including NCMP, annual Health Needs Assessments at key staged contacts) as part of the service offer to school-aged children and families (aged 5-19 years up to 25 with special educational needs) and priority partners/wider stakeholders.

The service leads, delivers, develops and evaluates preventative services and universal public health programmes within schools and community settings using innovative and evidenced models of delivery in accordance with local need.

**Service Structure:**

Connect for Health consists of a number of skill mix teams located in three geographical hubs across Warwickshire. The Service Manager is supported by a Clinical Nurse Manager, Team Leaders, Practice Educator and Administrator Team Leader. Skill mix teams are directed by school nurses who hold a SCPHN qualification. Skill mix teams consist of registered nurses, family brief intervention workers. The central Admin Team is located at the Rugby hub.

Teams work corporately conducting appointments with children, young people and families at a wide range of locations across Warwickshire.

**Job Purpose:**

The role of the School Staff Nurse at Connect for Health 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 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 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 Connect for Health 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 qualified school nurse to implement and deliver the Healthy Child Programme
- 1.2 Act as the initial point of contact for children, young people, families, schools and partner agencies on health and wellbeing related issues
- 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 referral meetings both in schools and community settings
- 1.6 Work predominantly at universal and targeted level referring onto specialist agencies when required
- 1.7 Actively disseminate public health information/initiatives as part of a whole team approach
- 1.8 Deliver public health information public health information/initiatives in line with the annual school public health plan in collaboration with other priority agencies.
- 1.9 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
- 1.10 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.
- 1.11 Deliver and support health needs assessments and reviews for vulnerable or minority groups (e.g. CiC, home educated, young carers).
- 1.12 Actively contribute where appropriate in line with role and responsibilities to safeguarding multi agency assessments, meetings and reports including Early Help, CIN, CiC and CP.
- 1.13 Proactively manage a caseload, prioritising cases according to risk and level of need and keeping up to date and accurate records.

### **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 specialist themed lead function

### **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.
- 3.3 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 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 within The Code: Professional Standards of Practice and Behaviour for Nurses and Midwives (NMC 2015)

#### **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:

- Teachers and key health and wellbeing and/or pastoral leads within education
- CiC Health Team
- MASH, CSC teams and Safeguarding teams within Health
- Children and Family services
- Health Visiting and Family Nurse Partnership services
- Primary care services
- Fitter Futures, CAMHS, sexual health and substance misuse services
- A&E, paediatricians and managers within acute services
- Other voluntary organisations
- Youth Council and other children, young people and parent forums

**Financial Responsibilities:**

N/A

**People Responsibilities:**

N/A



**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>• 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>	D  D 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</li> </ul>	E  E  E E E E E  E  E	Application Form Interview References

	<p>focused; and tenacious</p> <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	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Able to drive and have access to a car</li> </ul>	E	Application Form Interview