


Job Title:	Clinical Lead	
Grade :	G	
Reports To:	Senior Operations Manager	

Service Overview

The service operates on an outreach basis using the hub and spoke model, school nurses 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 co-located in geographical ‘spokes’ across Tower Hamlets with a central administrative base in Bow. The Service Manager is supported by a Clinical Lead, 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.

Purpose of the Role

As Clinical Lead, you will report to the Senior Operations Manager and work collaboratively with the Service Manager to build upon our track record of delivering high-quality services. The role is strategic, requiring the post-holder to interpret local health needs via the evidence available and coordinate staff activity, interventions and public health programmes accordingly. This will include providing clinical and safeguarding leadership across the service, helping ensure staff receive all necessary training and support, and line managing the borough-wide practitioners. You will be lead nurse for safeguarding for the service supporting the DSL in promoting the highest standards of safeguarding practice underpinned by national, local and organisational legislation,

Role:
 Owner:
 Date:
 Version:
 Next review date:

policies and procedures.

KEY DUTIES AND RESPONSIBILITIES

1. Service Delivery

- 1.1 Support the service manager in the planning and coordination of the annual activity cycle to deliver the service specification, including the universal Healthy Child Programme and the provision of universal plus activities for specific vulnerable groups (e.g. CLA, young carers).
- 1.2 Together with the service manager, be responsible for all aspects of delivery, performance, quality improvement and development.
- 1.3 Work with the service manager and team leaders to manage the allocation of workload across the service, addressing any shortfall/reduction in activity to maintain performance.
- 1.4 Provide clinical supervision for key clinical practitioners.
- 1.5 Provide senior oversight, advice and support in the management of safeguarding practice.
- 1.6 Support practitioners with the implementation and development of systems, processes and practices, ensuring a consistent service is delivered.
- 1.7 Deputise for the service manager when required.
- 1.8 Contribute to and support the service manager with service improvement and staff development projects.
- 1.9 Support and guide staff through any safeguarding concerns/incidents, including disclosures and breaches of confidentiality.
- 1.10 Have detailed knowledge of the key performance indicators, reporting monthly and quarterly activity through the collation, analysis and evaluation of data.
- 1.11 Lead on clinical audits and service improvement by responding to recommendations from service audits, learning from incidents and near misses and in line with annual service development plans.
- 1.12 Identify, create and take opportunities to develop the service in line with the Compass Strategy and Business Plan.
- 1.13 With the team leaders and service manager, ensure effective induction, supervision and delegation of workload to all permanent and temporary staff.

Role:
Owner:
Date:
Version:
Next review date:

- 1.14 Lead on the service monthly audits as per the Compass annual audit cycle and carry out any audits requested locally, such as Section 11.
- 1.15 Ensure the service is compliant with health and safety, data protection and information governance standards, reporting any incidents via the Compass
- 1.16 Incident reporting procedure as required.

2. Developing Effective Relationships

- 2.1 Provide clinical leadership that is underpinned by strongly held values around equality, diversity, and openness; effectively build and maintain relationships with employees and other key individuals across the organisation.
- 2.2 Be a proactive member of the wider Compass management team and reflect Compass' values.
- 2.3 Develop and sustain effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 2.4 Represent the service at key operational and strategic meetings, including head teacher consortium meetings.
- 2.5 Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
- 2.6 Take ownership and contribute to the development of sustainable partnerships, care pathways and shared expertise to promote effective information sharing.

3. Training and Supervision

- 3.1 Effectively lead and line manage staff to deliver results; inspire others to be positive in their everyday practice, service delivery and development.
- 3.2 Lead others in planning, implementing and evaluating projects and initiatives, taking on direct leadership and management wherever necessary.
- 3.3 Work effectively within the local management team to ensure the delivery of a uniform and cohesive service across Tower Hamlets.
- 3.4 Provide regular individual and group clinical supervision, safeguarding supervision, annual appraisals and individual performance objectives linked to service KPIs as outlined in Compass frameworks, policies and procedures.
- 3.5 Ensure adequate cover for the service throughout the year in collaboration with team leaders and service manager, adopting a corporate working approach

Role:
Owner:
Date:
Version:
Next review date:

- 3.6 Recruit and induct new staff members in accordance with the Compass Safer Recruitment Policy and Learning and Development Framework.
- 3.7 In partnership with the service manager, work with and manage staff, establishing and maintaining ongoing contact and regular meetings to set and monitor individual and team objectives, performance and discuss personal development.
- 3.8 Ensure that individual staff objectives are clearly defined and in line with Compass/ Service objectives.

4. Managing Self

- 4.1 Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policy and procedure.
- 4.2 Maintain accurate records in line with the Compass policies and procedures.
- 4.3 Be skillful at managing conflict that may arise whilst working on behalf of Compass.
- 4.4 Promote and adhere to equality of opportunity and diversity within Compass.
- 4.5 Ensures their own actions support the equality, diversity, rights and responsibilities of individuals.
- 4.6 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.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • Management or Leadership qualification Degree or equivalent • Registered Nurse - SCPHN 	
Knowledge & Experience	<ul style="list-style-type: none"> • At least 3 years' experience of working in a relevant children and young people's community setting • Individual or group staff supervision • Experience of child protection case management and knowledge of national safeguarding, legislation, policies, guidance and procedure • At least 2 years' experience as a team leader or equivalent. • Multi-agency and partnership working 	<ul style="list-style-type: none"> • Managing people and leading change • Experience of leading and managing projects through to successful conclusion • Involving users in the design of the service • Data analysis and management.
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 • IT skills • Team player and a dynamic personality • Multi-agency/disciplinary working • Excellent communication skills and able to relate to children, young people and families 	<ul style="list-style-type: none"> • Understand need for evidence and statistical data collection, and achieving targets. • Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention

Role:
 Owner:
 Date:
 Version:
 Next review date:

	<ul style="list-style-type: none"> • Innovative practice and ability to influence others • Visionary approach to managing change and transition • Positive attitude; flexible and adaptable; solution focused; and tenacious • Flexible and adaptable to meet business need • Ability to work all year round 	
Other	<ul style="list-style-type: none"> • 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). • Ongoing commitment to maintain registration in core profession. 	

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.

Role:
Owner:
Date:
Version:
Next review date:

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.

Role:
Owner:
Date:
Version:
Next review date: