

Job Title: Named Nurse Child Protection	Role Profile Number: SO028
Grade: R Salary:	Date Prepared: 09/03/2016
Directorate/Group: Children, Families & Community Health Service Children's Directorate	Reporting to: Principal Officer for Health and Well-Being
Structure Chart attached:	

Job Purpose

The post holder will be responsible for the provision of independent oversight and quality assurance activity for safeguarding and specifically child protection in community health practice in Children, Families and Community Health to provide assurance that all practice meets the standards set by the service, Care Quality Commission and national legislation policy and guidance, including Working Together March 2018 and Safeguarding Children and Young People: Roles and Competencies for Health Care Staff.

The post holder will have a key role in promoting good professional practice, providing advice and expertise for health professionals within the service and working with colleagues to ensure training and development opportunities meet the required standards.

Whilst this post will be a member of the Quality Assurance & Review Service, there will be a close working relationship with the Principal Health & Wellbeing Officer and professional leads for Health Professionals within the service.

Key Accountabilities

To ensure that there is safeguarding and child protection leadership, expertise, confidence and competence in place within the SBC community health workforce.

In liaison with the Principal Health and Wellbeing Officer and relevant Senior managers to ensure that there

are effective supervision arrangements in place for all community health staff working with children/families and to contribute to the quality assurance of this management process to provide evidence that it is reflective; documented and in line with the SBC supervision policy and all relevant regulatory standards.

To provide professional expertise and challenge in complex safeguarding cases and where there is dispute between practitioners, supporting them to use the LSCB escalation policy.

To lead on developing child protection and safeguarding practice, policy, expertise and training in partnership with professional leads for the different health roles and their managers, ensuring compliance with legislation, national guidance and the guidance of the LSCB.

To be available to support staff with child protection conferences, child in need meetings, discharge planning meetings and court proceedings, ensuring staff have appropriate legal advice.

To lead on delivering the quality assurance activity linked to safeguarding with the community health workforce and to work with the Principal Officer for Health and Well-Being regarding CQC standards in child protection practice.

To deliver this within the wider Quality Assurance Framework for health and Early Help practice within the Council.

To ensure the safe disclosure of information requested by partner agencies i.e. Police, Courts etc. or under subject access requests.

To be an active member of the relevant LSCB sub groups or other working groups as directed and to participate and represent community health practice and the wider service in relevant LSCB business.

To represent the community health professionals at various Boards and strategic meetings to oversee the effective health contribution to multiagency meetings and panels as directed
To model and facilitate strong, effective working partnerships with other health named and designated roles locally and regionally both for children's and adult services.

To disseminate lessons learnt from serious and local case reviews and advise on the implementation of recommendations.

To advise partner agencies on health matters with regard to safeguarding and child protection.

Knowledge & Experience

Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:

- Supervisory and management experience
- Training in clinical supervision of staff and experience of safeguarding supervision training
- Demonstrable commitment to equality and diversity

- Demonstrable leadership skills, credibility, integrity and change management skills
- Ability to organise and prioritise work appropriately and to work flexibly under pressure to both self-determined and prescribed deadlines
- Experience of teaching /training and giving effective presentations
- In depth knowledge of current issues in safeguarding children both nationally and locally
- Working knowledge of court proceedings linked to complex safeguarding cases
- Ability to assess risks and protective factors for children and their families /carers
- Experience of successful multiagency working
- Extensive and demonstrable knowledge and understanding of child health legislation, CQC standards and good practice guidelines including considerable experience of supervision and managing health staff working in complex child care arenas
- Substantial experience working with multidisciplinary child health professionals within community and or Early Help, child protection and disabled children services.
- Substantial experience of working with Children and Family Services in Local Authorities and managing complex child protection issues as a health practitioner.
- Demonstrating emotional intelligence and personal resilience whilst managing a high pressured job where change and deadlines are common
- Demonstrating an ability to support senior managers and professional leads with the investigation of complex complaints and management reviews including serious case reviews and other learning reviews
- Coaching/training skills to empower others in their professional development.
- Demonstrable evidence of keeping abreast with legislation, policies, procedures and current research to promote good evidence based practice.
- Demonstrable evidence of ability to understand, critically analyse, evaluate and apply knowledge of :-
 - Legal, social, economic and ecological context of health practice
 - Theories of poverty, unemployment, health, impairment and other sources of discrimination and disadvantage and their impact on social exclusion
 - Policies on diversity, discrimination and promoting independence/autonomy of adults, children, families, groups and communities and research on their effectiveness
- Detailed knowledge of the associated organisational policies, practices and procedures
- Ability to communicate clearly and succinctly both in writing and verbally and linking evidence to practice and research
- Ability to identify opportunities, initiate new ideas in planning and demonstrate effective partnership working
- High level of influencing, negotiating, challenge, advocacy skills and fulfilling the role of critical friend
- An informed and ethical value-base that is congruent with public service

NB This role profile should be considered in conjunction with the Intercollegiate Document “Safeguarding children and young people: roles and competences for health care staff”

Third edition: March 2014.

Qualifications

- Registered Nurse on NMC register.
- Or a registered Specialist Community Public Health Nurse
- A formal teaching/training qualification or equivalent
- Significant post qualifying experience of frontline practice in children’s community health care that includes substantial involvement in child protection case management
- Have completed specific post-registration training in safeguarding children and young people

Decision Making

This post requires confidence and competence in compliance with the child protection procedures and also the ability to make sound, professional judgements on a range of complex issues which require analysis, assessment and solution,

The post holder needs to be able to professionally challenge practice, and to question existing and established ways of working both individually and organisationally.

<u>Job Scope</u>	Budget Holder Responsibility	No
Number and types of jobs managed - none		.
Typical tasks supervised/allocated to others	Asset Responsibility:	No

Contacts and Relationships *(how the role relates to the work of others i.e. officers, groups, committees, general public, members, partner organisations, internal and external contacts of the council)*

- Contact with health staff from SBC and from a wide range of external agencies
- Senior managers across the authority
- Stakeholders and partner organisations
- Professional leads from other agencies

- Giving space to others and not imposing own views or judgements
- Enabling development through co-creation and collective learning

Values and Behaviours

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, this means in our work we are:

Connected: We put Swindon and its people at the heart of everything we do.

We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, “is what I am doing in the best interests of Swindon and its people,”?

Resilient: We are forward thinking and work smart

We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

Brave: We respect and work together with our colleagues and customers to achieve success

We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

Other Key Features of the role

(working environment / emotional / conditions i.e. regular outside work, unpleasant or hazardous conditions, practical demands such as standing, carrying or working in constrained positions, potential verbal abuse and aggression from people, or risk of injury).

Employee Signature:	Print Name:
Date:	
Line Managers Signature:	Print Name::
Date:	