



Job Description

Job Title: Specialist Community Public Health Nursing Student (Health Visiting or School Nursing) (SCPHN)	Grade/ Level: Equivalent Band 5	Post Number:
Directorate: Public Health	Job Family: 0-19 Public Health Nursing	Date Prepared: March 2024

Role reports to (Job Title): 0-19 Practice Educator

Job Purpose:

To undertake the Post-Graduate Diploma / MSc Specialist Community Public Health Nursing (SCPHN) programme in order to develop the knowledge and skills required to practice safely and effectively as a qualified Health Visitor or School Nurse.

The post holder will take a supernumerary position as part of the 0-19 Public Health Nursing Service (0-19 PHNS) team and will learn whilst developing knowledge of and delivering a high standard of service provision to children, young people and their families.

SCPHN professionals are on the front line of public health. They are culturally competent, autonomous practitioners who are committed to improving people's health and wellbeing by contributing to the delivery of the Healthy Child Programme and 'Every Child Matters' outcomes.

SCPHN professionals are also directly accountable for maintaining the clinical governance of their work ensuring the service continues to improve in order to provide high standards of care.

The academic learning is delivered and facilitated by the University of the West of England (UWE). This will be both face to face and hybrid delivery with a variety of assessment styles utilised throughout the programme. Learning in practice is supported and facilitated via 0-19 PHNS across the borough of Swindon, overseen by the in-house Practice Education Team and supported by the Practice Assessors in placement.

Why choose us?

- We have recruited 100% of our students into permanent SCPHN roles upon successful completion from the programme
- We are proud to have a dedicated Practice Education team delivering pastoral care and support of SCPHN students and SCPHN newly qualified preceptees
- Our students are part of our team from day 1, and are included in all training, practice education and team away day opportunities
- We care about your career and development, and helping you get to where you want to be
- Inclusion and Belonging is our priority

Evidence tells us that candidates with protected characteristics may not apply if they do not meet all of the minimum criteria. If you have any questions about this post, or would like further information, please contact us. We welcome enquiries about any reasonable adjustments you may require to enable you to bring your true self to work

Key Accountabilities:

- To attend and engage with the academic content of the programme as directed by the university
- To engage with all elements of learning content provided by the Practice Education Team and the wider 0-19 PHNS, and access relevant learning opportunities with the support of the Practice Educator/Practice Assessor
- To take responsibility to plan and organise practice experiences with appropriate guidance and supervision
- To always uphold the professional standards of and act in line with the Nursing and Midwifery Council (NMC) Code of Practice
- To adhere to Swindon Borough Council (SBC) working policies and procedures and to uphold the values of the organisation
- To maintain accountability for attendance and presence both with the higher education institute and with the organisation throughout the programme, adhering to pre-programmed leave planner

Supplementary Accountabilities:

- To take an active role in the contribution to evidence-based practice, challenging any disparities and concerns in an appropriate manner in line with NHS 'Freedom to Speak Up' principles
- To identify areas of required professional and personal development as part of the local management supervision offer to all staff, and engage with NMC revalidation and reflection appropriately and as required
- To identify own development needs, and highlight any areas requiring further support, in both clinical and academic work and be responsible for addressing this with both your practice and faculty links
- To work towards the ability to be able to lead once qualified, in Specialist Community Public Health Nursing services that are evidence based and person centred with creativity and innovation
- To work within a multi-agency forum
- To provide dignity and privacy for children and families, including record keeping standards, GDPR and data protection

Job Scope:

Typical tasks supervised/allocated to others -

- When learners are assessed to have reached 'Identification'/'Internalisation' (Steinaker & Bell Taxonomy of Experiential Learning, 1979) post holder will work with a defined caseload of universal contacts under the oversight of Practice Assessor/Line Manager
- Assessing need and referring to services as required under the oversight of Practice Assessor/Line Manager

Budget: None

Assets:

Laptop
Mobile phone
IT equipment
Clinical anthropometric equipment (e.g. Weighing scales)

Knowledge and Experience:

Candidates must have:

- Evidence of current NMC registration in an appropriate field of nursing
- Evidence of continuing professional development as per current NMC registered role
- Accountability for own professional actions and decisions
- Demonstrate sound professional, clinical and practical knowledge and skills
- Demonstrate an understanding of current and emerging national and global public health care legislation, policies and guidelines in accordance with service delivery (e.g. Healthy Child Programme)
- Undertake regular reflections in clinical practice and academic study
- Able to demonstrate a passion for working with children, young people and families
- To be computer literate and have knowledge of Microsoft programmes
- Evidence of excellent communication skills in written, verbal and electronic methods

Decision Making:

- The ability to recognise and address own limitations in practice
- To work towards developing responsibility for managing a defined caseload
- To develop the ability to analyse and evaluate conflicting opinions and communicate relevant information to parents and other professionals
- To be responsible for the appropriate identification, assessment, referral and management of safeguarding concerns, working with children, young people and their families in accordance with South West Child Protection Procedures
- To address and minimise clinical and non-clinical risk in the work environment undertaking risk assessment as required
- Facilitating change mind set for healthier decisions, involving the individual and family, and respecting wider sensitivities

Contacts and Relationships:

- To be a positive member of the team, able to role model behaviours expected from both the NMC & SBC
- To work under the management of the 0-19 PHNS Team Leader with responsibility for contributing to service delivery
- To develop communication links with professional colleagues in all relevant agencies
- To develop communication links and build meaningful therapeutic relationships with children, young people and their families
- To be able to communicate and respond to the needs of people from a wide range of social, economic and cultural backgrounds
- To demonstrate kindness, respect and compassion in daily delivery of person and family centred inclusive care

Creativity, Innovation & Sustainability:

- Promoting optimum health of the local community, and be able to deliver and evaluate a range of interventions
- Ensuring the changing needs of groups and individuals are identified in a timely manner, and programmes of care are adjusted and amended accordingly
- To demonstrate the ability to transfer previous professional knowledge, experience and skills in the development of SCPHN practice
- To have the capacity to develop, implement and consolidate integration of theoretical knowledge into clinical practice
- To implement Swindon Borough Council Policies within area of work, with a responsibility to identify changes and support innovation and sustainability as appropriate

Other key role expectations:

- To be flexible to meet the needs of the service
- Full driving licence held, in possession of own car for work use, and business level car insurance
- A requirement to travel to a variety of settings within Swindon borough as required and able to transport and carry equipment essential to this role
- The post is likely to include frequent exposure to potentially distressing emotional and challenging situations, specifically with respect to safeguarding/child protections concerns
- The post will require frequent periods of concentration particularly when assessing clients' and/or writing reports
- The post will include home visiting and lone working which may include exposure to people under the influence of drugs or alcohol. Visiting homes where there may be aggressive animals, illicit substances, exposure to secondary smoking and poor home conditions

In accordance with the provisions of the Data Protection Act 1998, jobholders should take reasonable care to ensure that personal data is not disclosed outside Council procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Council's written procedures.

In accordance with the provisions of the Health and Safety at Work Act 1974 and the Management of Health & Safety at Work Regulations 1999, you must take reasonable care so as not to endanger yourself or other persons whilst at work. You must also co-operate with the Council to enable it to comply with its statutory duties for health and safety.

You must work in accordance with training or instructions given, make proper use of any personal protective equipment provided and inform your manager of any hazardous situations or risks of which you are aware.

You must ensure you undertake responsibilities relating to your position as detailed within your Directorate Health and Safety Policy.

Safeguarding - Children & Vulnerable Adults

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Staff must work in accordance with the South West Child Protection procedures and Child Protection/Safeguarding Policy and understand their role within that Policy.

This post is subject to an enhanced DBS disclosure, which will be carried out if your application is successful.

Employee Signature:

Print Name:

Date

Line Manager's Signature

Print Name:

Date:

For Recruitment & Selection Process Only

Person Specification

Please list the criteria below in accordance with those shown on the Job Description

For the Post of: Student Specialist Community Public Health Nurse (HV/SN)			
No.	Criteria	Minimum/ Preferred	Method of Assessment
		M = Minimum P= Preferred	I = Interview AF = App Form T = Test GA= Group Activity
1	<p>Knowledge & Experience, (Including Qualifications):</p> <p>Current registration with NMC (*As per the NMC Supporting information for post-registration standards: <i>'Part 3: 1.1.1 and 1.1.2; applicants must <u>already</u> have registered as a nurse or midwife with the NMC before they can apply; students who have not yet received their NMC pin are unable to apply for these programmes'</i>)</p> <p>Evidence of continual professional development</p> <p>Evidence of recent nursing experience</p> <p>Experience of working with children, young people and families</p> <p>Good knowledge of relevant Microsoft programmes</p> <p>Experience of organising and managing own workload</p> <p>Experience of assessing, planning, writing and delivering plans of care</p>	<p>M</p> <p>M</p> <p>M</p> <p>P</p> <p>M</p> <p>P</p> <p>P</p>	<p>AF</p> <p>AF& I</p> <p>AF, I & GA</p> <p>AF, I & GA</p> <p>AF</p> <p>AF & I</p> <p>AF, I & GA</p>
2	<p>Decision Making:</p> <p>Managing and prioritising work within a defined caseload</p> <p>Ability to analyse and evaluate conflicting opinions and communicate relevant information to parents and other professionals</p> <p>Identification, assessment, referral and management of safeguarding concerns, working with children, young people and their families in accordance with Local & National Child Protection Procedures</p> <p>Identification of own professional needs and accessing appropriate training through the supervision and appraisal process</p>	<p>P</p> <p>P</p> <p>P</p> <p>M</p>	<p>AF, I & GA</p> <p>AF, I & GA</p> <p>AF, I & GA</p> <p>AF & I</p>

3	Contacts and Relationships:		
	Experience of contributing towards the development and learning of pre-registration students and observers within practice	P	AF & I
	Communication skills to work positively with children, young people and families, and within the team	M	AF, I & GA
	Ability to carry out professional liaison with a variety of partner agencies, stakeholders and professionals	M	AF, I & GA
4	Creativity and Innovation:		
	Evidence of a professional interest in child and family community health	P	AF, I & GA
	Ability to represent the 0-19 PHNS, sharing relevant information with the aim of improving the health of children, young people and families	P	AF & I
	Ability to take an active role in advancing the public health offer and contribute/lead on the development and evaluation of policies, process and service delivery	P	I & GA
5	Other Requirements:		
	Willing to take an active role in clinical audit and clinical governance requirements as required by the 0-19PHNS	M	I & GA
	Ability to travel and work across various settings within Swindon	M	AF
	Ability to be creative to engage with challenging children, young people and families	P	AF, I & GA

Note to candidates: When completing your application form, please give examples to show how your skills, abilities, achievements and experience demonstrate that you meet each of the criteria in the person specification above which are shown as being assessed from the Application form (i.e. those marked as AF).