**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | **Health Visitor**  |
| **Job Reference** | 16284 |
| **Grade and Salary** | Grade 6: £38,925 per annum (pro-rata for part time) This role includes performance related pay progression |
| **Directorate**  | Children and Young People’s Services (CYP) |
| **Service Area** | Health and Community Services (0-19)  |
| **Team/Location** | Various vacancies across Suffolk - Community |
| **Hours per week** | 18.5 to 37 hours per week  |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Use of flexitime / time off in lieu*
* *Hybrid working options, including some home working*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*
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| **About us** |

As a modern and effective council, we understand the importance of being flexible and well-connected in the ways we work. We focus our ambitions on doing what’s right for people, our partners and our communities - both now and for the future.

That’s why, as one of the largest employers in Suffolk, we believe in empowering everyone. Through career variety and collaborative working, accessible career paths and professional development.

The support and care we offer encourages and enables you to be the best you can be. To make a meaningful impact on the world around you. To achieve a unique sense of pride in what you do, why you do it and where. **Reimagine the possibilities.**

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| **Organisational Context**  |

The responsibility of the Children and Young People’s Directorate (CYP) is to ensure the safety, well-being and learning of children and young people. To do so we need to “make every intervention count” to create impact and bring about sustainable change for children, young people and their families where need is identified. We are determined to continuously improve our services by working in partnership to ensure that our work is high quality and effective.

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| **Main purpose of the job** |

As a Health Visitor within the Health & Children’s Centre team, you will be working directly with families to help support the social, emotional, physical and intellectual wellbeing of children, from pregnancy to 5 years. Working in partnership with the Health & Children’s Centre Manager you will support in leading the delivery of the Healthy Child Programme 0-5 (HCP) helping plan and review service delivery to ensure it is high quality and delivers outcomes for children.

You will offer universal contacts at key milestones, whilst focusing on the needs of those families on a universal partnership plus pathway as outlined in the Health & Children’s Centre Standard Operating Procedures (SOP) and in accordance with clinical governance framework. You will work in accordance with the NMC Code of Professional Conduct, and other regulatory guidelines, ensuring your NMC registration is maintained.

Through effective practice and multiagency working, you will safeguard children and young people, which will include participation in safeguarding meetings, undertaking all relevant assessments. You will act as Lead Professional for named families, being the key contact with the family and liaising with other professionals to provide a joined-up response.

For those staff with the educational requirements to assess students on a SCPHN programme, you will be paid at Grade 7 for the duration of the student’s course/placement/supervision.

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| **Typical responsibilities of a role at this level**  |

* Apply an integrated, multi-agency approach to supporting and empowering children, young people and their families.
* To ensure delivery of the HCP to all children, young people and their families, including fathers, starting in the antenatal period.
* To ensure a strong focus on prevention, early identification of need and early intervention, using experience, knowledge and skill to determine the level of intervention required.
* Work in accordance with regulatory and statutory documents, legal frameworks, NICE guidance and Suffolk County Council policy and procedures.
* To act as a conduit between community groups to support the development of services that respond to local needs, the diversity of the community and the inclusion of vulnerable people and those with additional needs, championing health promotion and reducing health inequalities.
* To actively work in partnership with other professional groups to deliver a holistic service to children, young people and families.
* To identify and effectively manage risk and safeguarding concerns for babies, children and young people through safe and effective practice in safeguarding and child protection.

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| **About the team**  |

Suffolk’s Health (0-19) and Children’s Centres provide services for both prospective and existing parents/carers, children and young people, focusing on the earliest point of intervention to enable the best outcomes for children. Supporting the delivery of the Healthy Child programme, a prevention and early intervention public health programme that lies at the heart of the universal service for children and families and aims to improve health outcomes and ensure those at risk are identified at the earliest opportunity.

**The Health and Children’s Centres services provided must:**

* Meet the needs of children from pre-birth to 19 years and their families
* Relate closely to the needs of the community and the reach profile of the area served by the centre and team
* Target the largest resource to the highest need, whilst ensuring appropriate universal provision is accessible for all
* Help children, young people and their families regardless of where they live in Suffolk
* Develop independence rather than dependency
* Strive to ensure services are not hard to access
* Strengthen the family network and build family resilience
* Help build a stringer community where families have a sense of belonging

Suffolk Health (0-19) and Children’s Centres will support the development of children, young people and their families through reducing social isolation, promoting wellbeing, increasing parental capacity, and supporting access to training and employment.

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| **What you will be expected to deliver in the role** |

* Apply strengths-based approach to practice consistent with that of Signs of Safety and the Signs of Safety principles, disciplines and tools.
* To work alongside families where there are signs of social, emotional health or behavioural issues and support those who need additional support and targeted intervention.
* To participate in CAF, multi-agency assessment, statutory assessments and other relevant assessment processes and offer management oversight where required.
* To attend and act as Lead professional at Family Network meetings / Child in Need / Child Protection meetings including when there is a transfer down to universal plus pathway as required, being he key contact with the family and liaising with other professionals to provide a joined-up response.
* To work and develop ongoing relationships with other agencies to effectively intervene and support families where there are concerns about parenting capacity, adult mental health, alcohol or substance misuse, domestic abuse and neglect.
* Work with families to support behaviour change leading to the role modelling of healthy lifestyles and their role as a child’s first educator.
* To provide information and signposting for children, young people and families to relevant universal and specialist services in the local area and beyond, empowering families to help themselves.
* Provide and receive supervision/preceptorship in accordance with clinical governance guidelines.
* Create and maintain an appropriate learning environment, support colleagues to meet the educational and developmental needs of all team members, including students.
* To work with the managers and team in the completion of quality assurance processes, including audit.
* To undertake direct observation of practice, with effective feedback to offer quality assurance.
* Offer management oversight on delegated work monitoring thresholds and ensuring that child and family records are accurate and up-to-date in line with policies and procedures.
* Provide regular data analysis with trends and forecast to support service delivery.
* To oversee successful completion of Quality Assurance processes within team.
* Alongside the manager, respond to needs and gaps analyses and research findings by developing and implementing solutions which include the voices of the communities and families.
* Attend all Mandatory training as required.

Although this list provides examples of what you will be doing it’s not intended to be exhaustive, and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional memberships**

1. Current Nursing & Midwifery Council (NMC) Registered Nurse/ Midwife.
2. Registered Specialist Community Public Health Nursing (SCPHN) – Health Visiting qualification.
3. Evidence of continuing professional development.
4. Willingness to undertake further professional training and attend training courses as well as reading literature as required to update knowledge and skills.
5. Nurse prescriber (course to be undertaken within 1 year of post commencement if no qualification).
6. Mentorship Qualification. (Desirable)
7. Management and leadership qualification. (Desirable)

**Values and personal qualities**

1. Demonstrates personal values and behaviours aligned to our corporate [WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/working-for-suffolk-county-council/our-weaspire-values/) values.
2. Passionate about making a positive difference for Suffolk.
3. A passion for improving the lives of children, young people and families who access our services.
4. A commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.
5. Committed to listen, support and motivate children, young people and their families.
6. Committed to working as part of a team.
7. Demonstrates use of reflection to inform practice.
8. Positive with a sense of purpose.
9. Resilient in the face of challenge.
10. Flexible in approach to meet the demands of the post and the priority of improving outcomes for children and families.

**Specialist knowledge skills and experience**

1. Relevant extensive experience of working directly with children, young people and their families, as relevant to the specific client groups.
2. Proven commitment to finding solutions, planning and developing interventions with families and evidence of effectively using solution focused approaches in practice.
3. Extensive knowledge and proven ability in providing effective skills in using evidence-based models of intervention to deliver successful outcomes and an ability to bring research into practice.
4. Proven knowledge and understanding of the social and emotional factors that affect a child’s capacity to learn and develop.
5. Proven ability to recognise child protection, safeguarding and risk issues and take appropriate action.
6. Proven ability to use a range of assessment frameworks.
7. Evidence of leadership skills to support, advise and motivate staff and children, young people and their families.
8. Experience of assessment and observation of the developmental needs of children.
9. Evidence of leadership skills to negotiate, influence and mediate with a range of audiences, including families, professional stakeholders, partners and colleagues to achieve positive outcomes and provide appropriate advice and facilitation to de-escalate.
10. Comprehensive understanding of legislation, guidance, national policy and best practice including the performance and quality standards for children’s services.
11. Extensive knowledge and experience of working with associated agencies and partners to advocate and appropriately challenge colleagues and partners to ensure the best outcomes for the service user.
12. Ability to work collaboratively with children, young people and families to clarify risk and address concerns, find solutions, plan and develop care packages
13. Good standard of IT literacy and the ability to learn new IT applications appropriate for role
14. Excellent standard of organisational and planning skills to understand, compile and critically analyse complex material and data to meet varied deadlines.
15. Experience of supervising and coaching staff.
16. Demonstrate understanding and sensitivity of the diverse ranges of needs of clients and backgrounds.
17. Ability to remain calm in stressful situations, effectively managing challenging or sensitive situations and provide appropriate advice, facilitating de-escalation and resolution.
18. Experience of using Suffolk Signs of Safety and Wellbeing principles, disciplines and tools. (Desirable)

**Additional requirements**

*(These are required for this role, but it is not necessary to demonstrate in your application)*

1. An enhanced DBS check is required for this role.
2. Ability to lift and carry equipment and/or babies and young children to and from car, including lifting and fitting car seat.
3. Available for deployment anywhere in Suffolk.
4. Ability to undertake out of hours working if required.

If you think you have what it takes to be successful in this role, even if you don’t meet all the criteria, please apply. We’d appreciate the opportunity to consider your application.

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| **Travel requirements** |

* **Frequent Travel Essential** - You will need to travel, so you must either hold a full, current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means.

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| **Our values – WE ASPIRE** |



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our WE ASPIRE values.

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| **Our Customer Commitment** |



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

For more information, view our [**Customer Commitment poster.**](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)

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| **More information for recruitment applicants** |

We offer a fantastic working environment including diverse and active staff networks,

great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents.

Visit the [**Suffolk County Council career website**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) to learn more, including information about adjustments to recruitment processes, our interview schemes and other commitments to equality, diversity and inclusion.

