**Job and Person Profile (JPP)**

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| **Job details** |
| **Job title** | Community Staff Nurse (School Nursing) |
| **Job Reference** | 20872 |
| **Grade and Salary** | 5 – £35,434 to £40,777 per annum pro rata This role includes performance related pay progression |
| **Directorate** | Children and Young People Services (CYP) |
| **Service** | Health and Community Services (0-19), Children and Young People’s services  |
| **Team** | Lowestoft and Waveney School Nursing  |
| **Location** | Riverside, Lowestoft, NR33 0EQ (Community Based)  |
| **Hours per week** | 22.5 hours per week Term Time Only (TTO)  |
| **Status** | **Permanent**  |
| This role may offer the following flexible working options | * *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 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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| **Main purpose of the job** |

This post is designed to support the School Nursing Service to deliver the Healthy Child Programme 5 to 19 years (HCP). You will be expected to plan and deliver effective and evidence-based interventions, as well as support the provision of an appropriate learning environment to enable other practitioners and students to develop, which will include mentoring. You will work in accordance with the NMC Code of Professional Conduct, and other regulatory documents, ensuring your NMC registration is maintained.

You will directly support the needs of children, young people and their families through the implementation of the care pathways, outlined in the School Nursing Standard Operating Procedures (SOP) and in accordance with clinical governance framework.

Through effective practice and multiagency working, you will effectively safeguard children and young people, which will include participation in safeguarding meetings and contributing to assessment processes. Where required, 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.

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

* Work with children, young people and families using Suffolk Signs of Safety (SOS) and Wellbeing framework.
* Apply an integrated, multi-agency approach to supporting and empowering children, young people and their families.
* To ensure a strong focus on prevention, early intervention and identification of need, using your experience, knowledge and skill to determine the level of intervention required.
* Work in accordance with regulatory and statuary documents, legal frameworks, NICE guidance and Suffolk County Council policy and procedures.
* Actively build relationships and networks with other professional groups and services in the locality to deliver a holistic service to children, young people and their families.
* To work with the community and ensure the active participating of children, young people and families in service planning and delivery that respond to local needs and reflects the diversity of the community and the inclusion of vulnerable people and those with additional needs.
* To identify risk and safeguarding concerns and escalate where required, undertaking appropriate referrals, including CAF.

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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** |

* Plan and deliver universal and targeted provision which focuses on improving outcomes for children, young people and their families.
* To work alongside children, young people and families where there are early signs of social, emotional, health or behavioural issues to bring about sustainable improvement.
* Identify early children and families where additional preventative interventions could reduce their risks and improve future health and wellbeing.
* To respond to needs identified within the family by identifying and delivering evidence -based interventions and escalating as required.
* A thorough understanding information and advice to signpost for children, young people and families to relevant universal and specialist services in the local area and beyond, empowering families to help themselves.
* Support children, young people and their families to maintain their own good emotional health and wellbeing, finding their own support network from friends, family and the community.
* Engage in individual and group supervision.
* To mentor and/ or supervise junior colleagues or students.
* To contribute to ensure successful completion of quality assurance processes within the team.
* To be responsible for individual performance and the quality of data produced.
* Use feedback to inform service delivery and staff development.

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.
2. Evidence of continuing professional development.
3. Willingness to undertake further professional training and attend training courses as well as reading literature as required to update knowledge and skills.

**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. Ability to remain calm in stressful situations.
7. Committed to working as part of a team.
8. Demonstrates use of reflection to inform practice.
9. Positive with a sense of purpose.
10. Resilient in the face of challenge.
11. 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 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. Comprehensive understanding of legislation, guidance, national policy and best practice that applies to this role.
4. Experience of working with children, young people and families where there have been safeguarding concerns.
5. Experience of working alongside parents who may have mental health, learning or physical disability or sensory impairment.
6. Experience of assessment and observation of the developmental needs of children and/or young people.
7. Knowledge of using evidence- based models of intervention.
8. Knowledge and experience of multi-agency working and building relationships and networks with other professionals and services.
9. Proven ability to negotiate, influence and mediate with families, colleagues and partners to achieve positive outcomes for children, young people and their families.
10. Effectively manage challenging or sensitive situations and provide appropriate advice and facilitation to de-escalate.
11. Evidence of collaborative work with families.
12. Good standard of IT literacy and the ability to learn new IT applications appropriate for role.
13. Ability to keep accurate and timely records and compile reports in a variety of formats.
14. Demonstrates understanding and sensitivity of the diverse ranges of need of clients and backgrounds.
15. Experience of supervising and coaching staff.
16. Experience of using Suffolk Signs of Safety and Wellbeing principles, disciplines and tools. (Desirable)
17. Experience of providing training and facilitation. (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 basis 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.

**Community based -** This role is mostly in the community, but you may also work from home sometimes. Additionally, you will have an office base. If you want to discuss how that might affect your work, please talk to the contact person

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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.