



Candidate Information Pack

Job Title: Specialist Health Visitor

Department: Children's Community Health Services

Date

Welcome message from Lucy Botting, Director, Sutton Health & Care

Thank you for showing an interest in working with us at Sutton Health and Care – we are an exciting and innovative health and care partnership that provides community health and sexual health services to local people in Sutton.

Our ambition is to support the people to start well, live well and age well through a more personalised and joined-up approach to the delivery of health and care services.

By joining us, you will become part of a dynamic forward thinking team providing services to more than 200,000 people in Sutton.

We are a very close-knit and friendly organisation where everyone of our 500+ members of staff is valued. We strongly believe that our employees are our greatest asset

Join us and be a part of the team that is transforming the lives of families and residents in Sutton.

We look forward to receiving your application.

Best wishes,
Lucy

Together with you, in your local community

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About our organisation

Sutton Health and Care (SHC) is an exciting and innovative health and care partnership that provides community health and sexual health services to local people in Sutton. Our ambition is to support the people to start well, live well and age well through a more personalised and joined-up approach to the delivery of health and care services. Bringing together the ideas and expertise of our partners, we are able to provide local people with improved patient care, treatment and support more easily than ever before. The alliance is made up of various partner organisations; Sutton GP Services, London Borough of Sutton, Epsom and St Helier University Hospitals NHS Trust, South West London and St George's Mental Health NHS Trust as well as voluntary sector partners such as AgeUK. Each organisation is open and trusting of each other to take positive action to improve people's lives, tackle the causes of ill-health and promote health and well-being.

SHC is a commitment by partners to work differently in Sutton. We work to remove organisational boundaries in order to accomplish more for the people we care for. This enables us to deliver services with a strong focus on self-care, health promotion and prevention, allowing people to have a choice and control over the way their care is planned and delivered. By working together to share resources and information, we can better improve the health and wellbeing of the local community and importantly, tackle health inequalities across the borough.

Our services

Since the launch of our joint venture in April 2019, Epsom and St Helier University Hospitals NHS Trust continues to host our adult community services, specialist children's services and sexual health services. Health visiting and school nursing services and the associated safeguarding and admin services are hosted by the London Borough of Sutton.

Sutton Health and Care operates across four Primary Care Networks within the Sutton locality namely; Wallington, Carshalton, Central Sutton and South Sutton & Cheam.

SHC provides a range of Children's services including:

- Children's Therapies
- Health Visiting
- School Nursing
- Special Needs and School Nursing
- Children's Continence Service
- Sutton Family Hubs

Vision and Values

Our vision is clear – we wish to deliver seamless, coordinated and individualised care within the heart of the community. To do this, we must achieve two things: clinical and leadership excellence for our staff; and involvement, self-care and personalisation for families . We aspire to:

- ❖ One - think Sutton first
- ❖ Two - work across sectors
- ❖ Three - get involved early
- ❖ Four - build stronger, self-sufficient communities
- ❖ Five - provide coordinated, seamless services

SHC values demonstrate the standards of care and experience every child, carer and member or the public should expect from any of our services. They help shape everything we do. Our values are embedded within our recruitment and selection process, guide our training and development and nurture our talent management.



Our staff

Your career

Our people are central to our success. There are over 500 staff working in SHC and we continue to grow. We want our workforce to be engaged and motivated, happy and healthy. We seek to get the best out of you, so you provide the best quality care for families.

SHC supports staff development and training for all roles clinical and non-clinical, across all services. Enabling you to learn and grow throughout your career is important to us; we pledge to develop your knowledge and experience in ways that suit you. This could be through the provision of study days and courses or mentorship and specialist education. We have our onsite community Education Team and a dedicated Learning and Development Team to help staff access the support they need to reach their goals and aspirations. If you are in a management position, you will have access to various training opportunities to allow you to look after yourself and your team ranging from; leadership coaching, resilience lessons and wellbeing training to allow you to look after yourself and your team.

New recruits

We are committed to making SHC an inclusive place to work, with the right support and culture to help you excel. We celebrate the diversity we have within our organisation and pride ourselves on having a workforce that is a true representation of the communities we serve.

When you join us, no matter what level you start at, we want to build a solid foundation that enables you to flourish in your new role. SHC offers a bespoke induction programme in addition to the corporate LBS programme; here we provide you with the opportunity to meet the senior leadership team and come away with a real understanding of the inner workings of our organisation. We aim to make your transition enjoyable and as seamless as possible. Your line manager will design and shape a tailored local orientation programme for you, ensuring you are at ease with your role and what is expected from you. Every new joiner will be paired with a 'buddy' for as long as they need, with a support network in place to help you every step of the way.

Empowerment and Wellbeing

We take our teams' health and wellbeing seriously. From flexible working patterns and hybrid working options, to looking after your mental health; we have a number of support offers for all employees irrespective of band or division:

- Staff Counselling - free service for all trust employees regardless of job or grade
- Stress management – resilience workshops and coping mechanisms

- Keeping fit and well – free Pilates, yoga and lunchtime walking groups
- Back care - training in safe moving and handling practices and DSE assessments
- Discounts and Offers – on 100s of local and national companies including gyms
- Wellbeing resources – free event timetables, webinars and online guidance

Effective ongoing communication and support for all staff is our priority. We ensure you have access to:-

- Regular one-to-one conversations with your line manager
- PDP and appraisals with opportunities for personal development
- Clinical supervision for all staff
- Apprenticeships and opportunities to develop within the organisation
- Exit Interviews for all staff leaving the organisation
- Lone working devices for all clinicians and on call manager process for safety and support
- Freedom to Speak up Guardian available to listen and support staff

A great place to work

We take pride in the work we do and we want you to be a part of the difference we make. Involving staff to help shape our journey of innovation and transformation is so important to us.

Our yearly 'Big Tent Events' and tailored 'Team Away Days' empower staff to reflect, help develop our vision and values and allow us to look forward to the future. We encourage our teams to integrate, pause but most of all, have fun! SHC celebrates your successes and recognises your hard work and efforts. We frequently present staff with 'Staff Awards' for hard work and to show our appreciation for everything you do.

We understand the impact COVID-19 continues to have on our services and on our people. SHC has set up 'wobble rooms' which provides staff with a safe space to stop and unwind and prioritise their own health and wellbeing. Also every week, look out for our online SHC newsletter and other regular staff bulletins which keep you up to date and informed with current affairs and important information.

We want you to be part of something exceptional. We welcome you to help us on our journey, starting with the following job description, which we hope inspires you to be part of our success.

For a list of our full vacancies, please visit our website here:

<https://www.suttonhealthandcare.nhs.uk/work-for-us>

Role Profile - Specialist Health Visitor

Job Title: Specialist Health Visitor Temporary Accommodation, Homeless & Refuge

Job Family: Delivery – Front Line

Directorate: Health & Wellbeing

Grade: 9 (NHS Band 7)

Role Description

The post holder will be a member of the 0-19 teams responsible for the provision of specialist health advice for families with children aged 0-19 staying in temporary and homeless accommodation. The post holder will carry continuing responsibility for the assessment of health needs together with the development, implementation and evaluation of packages of care to ensure that the complex health needs of homeless families are met. The service reflects the needs of the local population and is delivered across London Borough of Sutton

The post holder will be expected to commit to our vision 'rejuvenating the wellbeing of our community'. They will also be committed to Sutton Health and Care Children's Services vision which is to provide first class, patient-centred care and prevention services locally delivered in partnership with our community.

Key Responsibilities

- Work closely with an identified client group of families recognised as homeless or in temporary accommodation including Gypsy, Roma and Travellers community with an aim to promote social inclusion and equity of access to existing community health services
- Lead and deliver the Healthy Child Programme (HCP) providing support from pregnancy throughout childhood, identifying children and families requiring additional / specialist intervention and support.
- Prioritise own work in line with areas of highest risk or client groups with greatest health need, delegating other work to the wider skill mixed team whilst providing the team with supervision and support whilst identifying and assessing vulnerable families with complex social needs.
- Take appropriate action in cases of suspected or actual child abuse, working within Sutton safeguarding children's code of practice and procedures.
- Attend child protection conferences/core groups as required and participate in safeguarding supervision
- Ensure that clear concise reports are written and that record keeping guidelines are adhered to.
- Encourage and support families to utilise health and other community services and to promote healthy lifestyles.
- Provide a seamless healthcare service within the homeless community through home visiting, liaising with all 0-19 team colleagues, including Health Visitors, Staff Nurses, School Nurses, Community Nursery Nurses, Team Leaders, Safeguarding Supervisors, and GPs and Children's Centres

- Act as a liaison and work intensively with members of the health care services and partner agencies such as the Local Authority Housing Department, Housing Trusts and Children's Services to minimise the impact of homelessness.
- Work as an autonomous Health Visitor whose workload will be generated by referrals from Health and partner agencies through effective communication pathways.
- Ensure correct use of Early Help Assessments to support co-ordinated packages of care to identified vulnerable children and families.
- Contribute to the public health agenda addressing health inequalities of homeless families.
- Act as a resource for all health care staff in on the health needs of families identified as vulnerable through homelessness
- Provide safeguarding supervision for colleagues under the supervision of the Named Nurse for Safeguarding
- Work collaboratively with the skill mixed health visiting team to ensure equity of service provision, promoting good practice and the sharing of resources
- Be responsible for organisation, prioritisation and planning of health promotion activities, by assessing local health needs and promote key health topics to meet 'All our health' 2016 DH targets
- Participate in the monitoring of records of others within the 0-19 team.
- Undertake health needs assessments for children who are looked after
- Facilitate group clinical supervision as per organisation policy
- Supervise junior members of the skill mixed 0-19 team as directed by the Clinical Team Lead and undertake junior staff Personal development Review (PDR) appraisals and direct line management.
- Assess practice competencies of junior staff members, contributing to their training and development needs
- Be prepared to be flexible within contracted hours
- Work in accordance with the needs of the service, undertake other duties as required
- Act in accordance with Sutton Health and Care values, culture and behaviours and appropriate Professional Codes of Conduct
- Work closely with key professionals throughout Sutton as required e.g. Safeguarding Team, Clinical Governance Manager, Professional Leads, and Human Resources Manager, to address competency, performance management, service developments and training requirements.
- Participate in the development of service for children and young people across Sutton
- Support the teams through periods of change; ensuring skills of the individuals meets the needs and expectations of both the profession and the modernisation agenda.
- Provide support for the Clinical Service Manager and other leaders as required.
- Work with key personnel in health and other agencies to address and/or achieve agreed local and government policies and targets.
- In conjunction with other team managers, coordinate the work of team members for this speciality, ensuring that work is carried out safely, effectively and within

recognised competency skills. Ensure that all staff practice within their professional code of conduct.

- Motivate team members to develop innovative ways to practice, creating an environment in which staff accept responsibility, authority and accountability for their actions.
- Be involved in the development of policies, guidelines and care pathways in relation to clinical practice, working together with clients, other professionals within Sutton Health and Care and partner agencies.
- Carry out audits of practice where appropriate in working with homeless families as agreed
- Represent Sutton Health and Care both locally and nationally as required ensuring the cascade of any relevant information.
- Raise the profile of Children and Family teams and their members, promoting the public value of their work.

Information and Reporting

- Reports directly to the Lead for Children's 0-19 Service.
- Maintain accurate, contemporaneous records as per EMIS/RiO guidelines and other related record keeping policies/procedures.
- Be required to store data, collate, and analyse information and statistics and prepare reports. Be required to prepare presentation and teaching materials using PowerPoint applications.

Education and Training / Self-Development

- Identify your own training and development needs and undertake appropriate training/education as required.
- Participate in an annual individual performance review process where objectives will be agreed, performance monitored and personal development needs discussed.
- To attend all statutory and mandatory training as and when required to do so.
- To adhere to all Policies and Procedures as applicable.

Person Specification

- Good understanding current public health issues
- Good understanding of community services
- Clear understanding of integrated and multidisciplinary working
- Knowledge of health issues relating to children in need

Qualification

- 1st and 3rd level Registered nurse R 1
- Health Visitor SCPHN

Experience

- Evidence of personal development and acquisition of transferable skills relevant to the job description
- Understanding of current issues affecting homeless families and the children and family's public health agenda
- Experience of initiating and participating in clinical audit and research
- Experience of working within multidisciplinary teams
- Ability to understand key element of change management in relation to children's community public health services
- Previous experience of leadership within a skill mixed team
- Recent relevant experience of working with children and families, including community outreach
- Completion of safeguarding modules
- Experience of working with vulnerable clinical groups

Skills

- Ability to prioritise own and team's workload and demonstrate ability to delegate work appropriately
- Track record of broad clinical skills demonstrated through personal development
- Teaching and facilitation skills
- Able to develop, establish and maintain positive relationships with other both internal and external partner agencies
- Work under pressure and demonstrate ability to change priorities at short notice
- Excellent verbal and written communication skills
- Ability to recognise and respond appropriately to children and their families in challenging situations
- Good IT skills
- Holds valid full UK driving licence and has access to a car for business use
- Flexible approach to working day to meet the needs of service delivery
- Positive attitude with strong degree of personal integrity