



Candidate Information Pack

Job Title: Specialist Practitioner School Nurse

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

Together with you, in your local community

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 Practitioner School Nurse

Job Title: Specialist Practitioner School Nurse

Job Family: Frontline/Delivery/Professional Knowledge

Directorate: Public Health / Chief Executives

Grade: 8 (NHS Band 6)

Details Specific to Job Family

These roles would be regarded as “front line” service delivery roles. Here, role holders are directly accountable for performance, often through the direct control of significant resources or through managed contracts. These roles may also deliver some of their results through collaborative working with co-producers or other third party agencies.

At the lower levels, operational managers may oversee a department or team and at the lowest levels, direct contact with service users will be a common feature of roles in this job family. At the higher levels, they may be in charge of a department, large operational area or the management of significant contracts and may be ultimately accountable for ensuring compliance with statutory obligations.

Details Specific to Grade

Will have accountability for achieving clearly specified and measurable results either personally or through the leadership of a team. Will be dealing with complex problems and issues within the boundaries of technical or professional skill and knowledge. Will make recommendations on procedural improvements and other initiatives to enhance team performance. Roles requiring a level of professional expertise to deliver a front line service.

Role Description

The post holder will be employed by the London Borough of Sutton (LBS) but will work as part of the Sutton Health and Care Alliance (SHC). SHC is a partnership of key local health and care providers including the Council, Epsom and St Helier's NHS Trust, South West London and St Georges MH Trust and the GP Federation. The SHC Alliance was formed so that local health and care providers could work together to deliver high quality health and social care for Sutton residents. The SHC Alliance is already starting to deliver innovative services in Sutton that are providing joined-up care. The first of these is Sutton Health and Care at Home which went live on April 18.

The post holder will work with the Head of Service to deliver the strategic vision for children's services in the Borough, promoting interagency working between Health and Local Authority services to achieve the best outcomes for children in Sutton.

Key Tasks

- To be the principal point of contact for allocated schools in the area
- To develop and deliver cooperative working arrangements with schools that support health outcomes for children, young people and facilitate partnership working across schools and other partner organisations.

- To deliver the Healthy Child Programme to the schools in state maintained and schools with academy status in the London Borough of Sutton
- To facilitate early identification of health needs and interventions for children to maximise their potential.
- To empower pupils, their families and staff to take responsibility for health as individuals and as a school community.
- to ensure all vulnerable children are identified and appropriate support and interventions provided in a timely way.

Representative accountabilities

- Deliver service activities and manage caseloads to ensure intended outcomes for clients and the Council are delivered within agreed service standards.
- Identify and implement improvements in your own work area in order to deliver continuous service improvement and improved outcomes to clients.
- Liaise with clients and their families to review service requirements and resolve problems.
- Keep up to date with changes in policy / legislation/contractual requirements in order to ensure service delivery is effective and complies with appropriate regulations.

Budgetary accountabilities

- To deliver the service within the available budget.

Specific accountabilities

- To act as an autonomously accountable practitioner and carry continuing responsibility for the management of a caseload of schools.
- To assess, plan, implement and evaluate individual care packages for school age children by identifying health problems, managing and referring them appropriately to ensure that children receive timely interventions to maximise their potential, in liaison with school.
- To develop a child centred public health role in line with the local and national Public Health Agenda and deliver health promotion activities in a range of settings in line with the recommendations of the Health Child Programme (2010).
- to identify, refer and support the children with special health and educational needs and to contribute where appropriate to the EHCP process as part of the Education Act 1996 and Code of Practice.
- to work within national and local policies for Safeguarding to identify vulnerable children and children in need of protection, and to contribute to interagency planning for children requiring statutory services involvement.
- to take responsibility for ensuring that the service KPI's are met by maintaining effective data entry and participating in service initiatives to increase performance.
- Participate in Clinical Governance and Audit activities to ensure the highest quality of practice is maintained.
- To participate in the Early Help offer and support the lead professional as appropriate
- To line manage Community Nursery as required

- To line supervise, support and teach other staff and students providing appropriate leadership and mentorship and to assist in induction programmes for new staff
- To maintain high standards of professional practice and competence in keeping the NMC Code of Professional Conduct, Scope of Professional Practice and Standards for Records and Record Keeping.
- To participate in regular Safeguarding Supervision

Mandatory accountabilities

- Ensure all health and safety standards are adhered to for the relevant work area
- Apply diversity and equal opportunities policies in the workplace
- ensure that high standards of professional practice and competence are maintained in keeping with NMC Code of Professional Conduct, Scope of Professional Practice and Standards for Record Keeping.

Person Specification

Qualifications

- Registered Nurse
- Registered Specialist Public Health Practitioner (School Nursing) OR
- Registered Specialist Public Health Practitioner (Health Visiting) and willing to undertake the additional field of practice in School Nursing

Experience

- Delivery of health promotion activities
- Working with children and families in a range of settings
- Experience of working with young people with emotional and mental health problems

Knowledge and Competences

- Excellent communication skills: IT written and oral
- Willingness to support management of change, development and working practice
- High levels of clinical skills, with the ability to identify, respond to evaluate health needs, including the delivery of public health programmes
- Knowledge of current legislation and national guidance
- Understanding of the safeguarding process and child protection procedures, clinical governance arrangements and the ability to make decisions in these areas
- Ability to set personal objectives, manage time, priorities and stressful situations
- Ability to work as part of a team
-