

## Job description: School Staff Nurse

Service: Warwickshire School Health & Wellbeing Service

Reports to: School Nurse Team Leader

### About us

We're a school nurse-led service that supports children, young people and families. We deliver key elements of the Healthy Child programme, working to identify and meet the health & wellbeing needs of the school-age population and give individuals the best possible start in life.

### About the role

As School Staff Nurse, your priority is helping children, young people and their families achieve positive health & wellbeing outcomes. You will carry out a range of assessments, interventions and public health initiatives, working both independently and as part of a multi-agency team around the family. Safeguarding is an integral part of the role.

You will also provide information, advice and support to our skill-mix teams, helping deliver an effective service that makes a difference while keeping children, young people and families at the heart of everything you do.

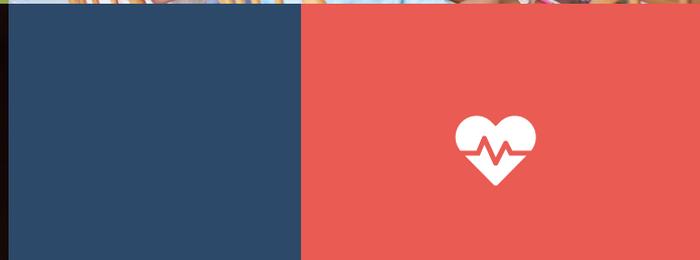
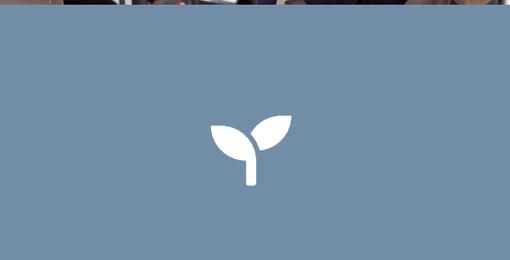


'The nurse gave me great advice on which activities I could do and she told me all about FIGHT, FLIGHT and FREEZE!'

'Amazing to talk to. Always there, I'm so grateful.'

'It helped a lot, it really made me feel better about things :-> <3'

*Feedback from children and young people*



*In detail: the school staff nurse is expected to...*



## 1. Service Delivery

- 1.1** Support the school nurses in delivering the Healthy Child Programme.
- 1.2** Act as a first point of contact for children, young people, families, schools and partner agencies on health and wellbeing related issues, assessing need and providing support or referring onwards as appropriate.
- 1.3** Carry out assessments and follow ups.
- 1.4** Carry out brief interventions following specific care pathways in response to identified need.
- 1.5** Deliver referral meetings in schools and community settings.
- 1.6** Work predominantly at universal and universal plus level referring onto specialist agencies (partnership plus level) where appropriate.
- 1.7** Deliver public health information and support initiatives in line with the annual school public health plan in collaboration with the wider team and other agencies.
- 1.8** Support children, young people and families in need of universal plus services through Early Help and other processes. This includes taking the role of Lead Professional where appropriate.
- 1.9** Support children & young people with complex and/or additional needs, including contributing to individual health care plans and providing or coordinating support, education and training for families, carers and school staff in partnership with specialist healthcare professionals.
- 1.10** Deliver and support health needs assessments and reviews for vulnerable groups, for example children in care and young carers.
- 1.11** Contribute to safeguarding multi-agency assessments, meetings and reports including Early Help, CIN, CiC and CP.
- 1.12** Proactively manage a caseload, prioritising cases according to risk and level of need and keeping up to date and accurate records.
- 1.13** Complete any other duties reasonably expected based on the grade of the post.

How we do things - the Compass values:



With integrity



Valuing each individual



Being solution-focused



Consistent and reliable

## 2. Developing Effective Relationships



- 2.1** Be proactive, support your team and reflect Compass' values in everything you do.
- 2.2** Develop and sustain effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 2.3** Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
- 2.4** Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function

## 3. Managing Self



- 3.1** Prioritise own workload within agreed objectives using own initiative.
- 3.2** Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 3.3** In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area of work and supporting others in the development of their themed area.
- 3.4** Take responsibility for your own and others' health & safety while working; be a role model for good infection prevention and control practice.
- 3.5** Promote equal opportunity and diversity within Compass.
- 3.6** Ensure that confidentiality is upheld at all times in line with Compass policy.
- 3.7** Ensure safeguarding responsibilities are met, with the safety and wellbeing of each child or young person a primary consideration at all times.
- 3.8** Maintain accurate records in line with the Compass policies and procedures and in accordance with Caldicott principles and Data Protection legislation.
- 3.9** Manage conflict that may arise whilst working on behalf of Compass,



With integrity



Valuing each individual



Being solution-focused



Consistent and reliable

# Who we're looking for:

## *Person specification*

ESSENTIAL	ESSENTIAL
<p style="text-align: center;"><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• NMC Registered Nurse.</li> </ul>	<p style="text-align: center;"><b>Experience</b></p> <ul style="list-style-type: none"> <li>• Relevant experience of working with children/young people and families.               <ul style="list-style-type: none"> <li>• Working in teams.</li> </ul> </li> <li>• Delivering interventions on a 1:1 and/or group basis.               <ul style="list-style-type: none"> <li>• Managing a caseload.</li> </ul> </li> </ul>
ESSENTIAL	
<p style="text-align: center;"><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>• Safeguarding children and adults guidance and legislation.           <ul style="list-style-type: none"> <li>• Developmental needs of children and young people.               <ul style="list-style-type: none"> <li>• Equality and diversity guidance and legislation.</li> <li>• Confidentiality, consent and mental capacity.</li> </ul> </li> <li>• Risk-taking behaviour and the resulting problems.               <ul style="list-style-type: none"> <li>• Mental and emotional health and wellbeing.</li> <li>• Data Protection guidance and legislation.</li> </ul> </li> </ul> </li> <li>• Computer packages including Microsoft Office and use of electronic patient record systems.</li> </ul>	
ESSENTIAL	DESIRABLE
<p style="text-align: center;"><b>Personal</b></p> <ul style="list-style-type: none"> <li>• Flexible approach to working outside normal office hours (evenings and weekends) or at different venues depending on service need.</li> <li>• Full UK driving licence and access to vehicle.</li> <li>• Able to undertake the demands of the post with reasonable adjustments where required.           <ul style="list-style-type: none"> <li>• Able to handle sensitive and confidential information and maintain discretion and confidentiality.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• RN Dip HE Child/RSCN.</li> <li>• Community experience.</li> </ul>

# Who we're looking for:

## *Key competencies/personal attributes*

### Team player

Able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.

### Interpersonal Skills

Able to develop, establish and maintain positive relationships with others both internal and external to the organisation.

### Autonomy

Able to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.

### Concern for detail and accuracy

Able to work in a thorough and methodical way to produce accurate, complete and consistent work.

### Risk management

Able to identify, assess and prioritise risk, eradicating risk where possible/ minimising, monitoring and controlling the impact of risk and unforeseen events.

### Self-awareness

Able to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.

*The post holder should exemplify the Compass values:*



#### Integrity

Committed to honesty and openness in all our activities.



#### Valuing each individual

Respecting the needs of each person and helping them gain greater control of their life.



#### Being solution-focused

Responding quickly and flexibly to current and emerging needs.



#### Consistent and reliable

Always delivering on our commitments.

# Safeguarding

The postholder must share and demonstrate our commitment to safeguarding, working pro-actively to safeguard and promote the welfare of children, young people and vulnerable adults.

## Safer recruitment process

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to [www.gov.uk/disclosure-barring-service-check](http://www.gov.uk/disclosure-barring-service-check).

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.

# Compass

[www.compass-uk.org](http://www.compass-uk.org)

