

SINGLE CORPORATE SERVICES

JOB DESCRIPTION

Job title:	Children in Care Nurse	To be completed by HR - Job Reference Number:
Reporting to:	Named Nurse for Children in Care	
Accountable to:	Associate Chief Nurse - Safeguarding	
Pay Band:	6	

As part of the Single Corporate Service, the role provides a service across both Isle of Wight NHS Trust and Portsmouth Hospitals University NHS Trust.

As the single corporate service will be delivered across both organisations, individuals may be required to undertake business travel between sites. The frequency and arrangements will be discussed on an individual basis, and the staff mobility local agreement will apply.

For our leaders managing staff across multi-site locations, they will need to be visible and provide in person leadership. The arrangements and frequency will be agreed locally.

Job summary

- To achieve equity of health outcomes for Children in Care through the provision of an evidenced based and nurse-led service.
- To ensure that all children in care on the Island are offered a health assessment, in line with current statutory guidance and local guidelines. This will include liaison with Paediatricians and mainland services.
- To work in collaboration with the Isle of Wight Local Authority and other Local Authorities to ensure that the health of Care Experienced children and young people is prioritised across services.
- To increase staff awareness by raising the profile of care experienced children and young people across the Trust.
- Fulfil the requirements of the post as outlined in 'Promoting the Health and Well-being of Looked After Children 2015' and 'Looked After Children, Intercollegiate document (2025) Safeguarding children and young people & children and young people in care: Competencies for health care staff

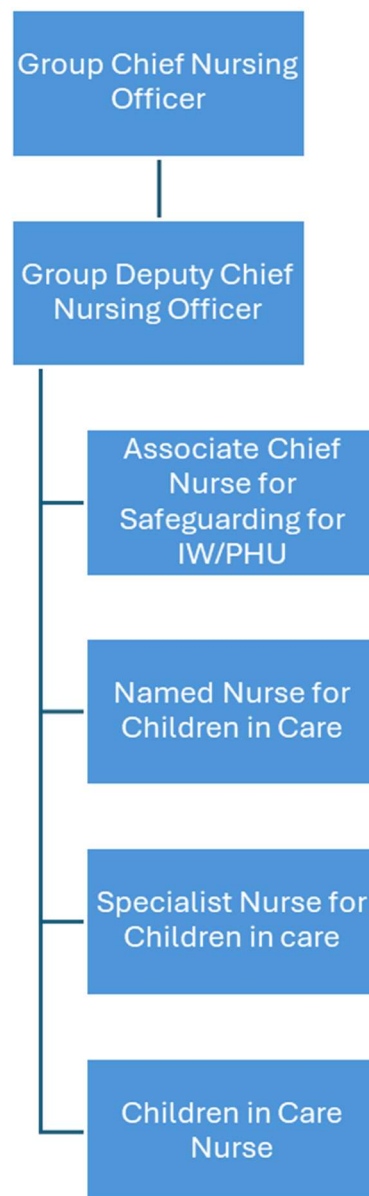
Job Statement

- To work closely with other specialist, Named and Designated children in care professionals and the Safeguarding Children Team.
- To work in partnership with health visitors, school nurses, care experienced children and young people and carers, members of the public and all other professional colleagues.
- To be responsible for the communication of sensitive information at multi – professional forums.
- To support and advise colleagues in the clinical assessment and care of care experienced

children and young people.

- To advise local police, children's social care and other statutory and voluntary agencies on health matters with regard to individual looked after children.
- To liaise closely with other specialist services such as CAMHS, sexual health and services for disabled children.

Organisational Chart



Specific Core Functions

- To work effectively with the child or young person, actively involving them in the planning, delivery and review of their health needs.

- To be flexible in arranging appropriate venues for older children's health assessments.
- Provide support to Children in Care and their carers when attending health appointments, particularly in complex cases.

Key Responsibilities

- To ensure that all children in care on the Island are offered a health assessment, in line with current statutory guidance and local guidelines. This will include liaison with Paediatricians and mainland services.
- Undertake Review Health Assessments for children in care and complete summaries and health plans, referring to other professionals and agencies as appropriate.
 - Be responsible for planning, proactively monitoring and anticipating the changing health needs of individuals, coordinating their care across all parts of the health and social care system.
- To work closely with the Local Authority to ensure that health plans are available at the Children Looked After Review and that any health needs are addressed.
- To work closely with social workers and foster carers, where appropriate to aid implementation of the health plans.
 - Liaise with Children's Ward staff and Consultant Paediatricians when Children in Care are resident on the Ward or receiving out-patient treatment.
- To attend Children in Care reviews as appropriate to report health needs and act as a health advocate for the looked after child or young person.

Communication and Working Relationships

- Demonstrate an ability to manage highly distressing or emotional circumstances when caring for care experienced children and young people who may present as highly complex and may have been subjected to significant child abuse.
- To work effectively with the care experienced child and young person, actively involving them in the planning, delivery and review of their health needs.
- To develop effective relationships with foster carers and provide support where required.
- To assist the Safeguarding Team and Designated Nurse in providing specialist advice regarding the health needs of children in care including unaccompanied asylum seekers and those with particularly complex needs.
- To provide health promotion advice to care experienced children and young people and their carers on such issues as sexual health, contraception, smoking, diet, fitness and other health issues

relevant to the target age group.

Analytical and Judgement

- To provide an assessment of individual health needs for care experienced children and young people followed by a health plan and expected timescales for completion.
- Provide additional reports for Child Protection Conferences and Court proceedings where required with clearly identified analysis of the risks to the child.
- To attend Child Protection Conferences, Children Looked After Reviews, and Professionals Meetings, analysing the information and participating in the decision making process.
- To attend METRAC (Missing, Exploited, Trafficked Risk Assessment Conference) providing relevant health information and contributing to safety plans.
- To support the Designated Nurse for Looked after Children in compiling quarterly and annual reports for the Trust, LSCB and Corporate Parenting Board/Parenting Partnership Board.

Planning and organising

To ensure that Initial and Review Health Assessments are completed within timescales.

- To communicate effectively with mainland Children in care Teams and Local Authorities to ensure that Isle of Wight children placed on the mainland have health assessments completed.
- To communicate effectively with social workers and foster carers to ensure that health assessments and any other health appointments are attended.

Physical Skills

- Physically capable of performing the role and responsibilities expected of the post holder.
 - Full Clean driving licence.
- Professional/role model
 - Flexible
 - Good interpersonal skills Can demonstrate the key competencies of the Employees Qualities Framework

Patient Client Care

- Deliver high-quality, holistic health assessments for Children in Care, using advanced clinical judgement to identify unmet health needs, risks, and vulnerabilities.

- Develop, implement, and evaluate individualised health plans in partnership with children, young people, carers, and multi-agency professionals, ensuring care is person-centred and outcome focused.
- Provide advice, guidance, and support to Children in Care and their carers in relation to physical health, emotional wellbeing, and health promotion, taking into account the impact of trauma and adverse childhood experiences.
- Identify safeguarding concerns and act in accordance with local and national safeguarding policies, ensuring timely escalation, information sharing, and appropriate intervention to protect children and young people.
- Manage a defined caseload of Children in Care, including those with complex health and social needs, prioritising workload and responding appropriately to changing risks.

Policy and Service Development

- To ensure that own practice adheres to Trust policy, procedures and protocols.
- Participate and assist in the development of initiatives within this speciality and evaluation of new and existing practices.
- Work with other areas within the Trust and externally to ensure that the service meets the needs of the clients.

Financial Management

- To be aware of budget restraints and contribute to effective use of resources.
- Ensure that all equipment is maintained and kept in good working order and report signs of faulty equipment.

Management/Leadership

Information Resources

- To be competent in the use of Microsoft Office and be familiar with the Trust IT systems including; E Care logic, Symphony, System 1.
- To ensure that all relevant documentation, clinical notes and client contacts are entered onto the child's health record in a timely manner.
- Ensure client confidentiality, and adhere to The Trust's policies and guidelines when communicating through electronic forms of communication

Research and development

- To support the Named Nurse for Children in Care in undertaking audits and evaluation of the service.
- To contribute to LSCP (Local Safeguarding Children's Partnership) and Local Authority audits as required.
- To provide data and evidence to the Designated Nurse for Children in Care and the Local Authority via the Corporate Parenting Board/Parenting Partnership Board as required.

Person Specification

Criteria	Essential	Desirable	How criteria will be assessed
Qualifications	- Registered Nurse with current NMC registration (Registered Children's Nurse, Registered Nurse Learning Disabilities, or equivalent relevant nursing registration) - Degree in Nursing or equivalent professional nursing qualification - Evidence of Continuing professional development relevant to working with children and young people - Demonstrable training and knowledge in safeguarding children and young people.	- Community/Specialist Practitioner: A Specialist Community Public Health Nurse (SCPHN) qualification (School Nursing or Health Visiting) or a Community Specialist Practitioner degree. - Completion of required The Trusts mandatory training updates. - Postgraduate qualification or study in a relevant area, such as safeguarding, public health, leadership, child mental health, or care experienced children's health - Practice Assessor, Practice Supervisor, Mentorship, or Teaching qualification	A review of annual appraisal, more frequently where indicated
Experience	- Minimum of 2 years relevant clinical experience. - Evidence of relevant post basic study - Significant post-registration experience	Experience working with children in care, care leavers, complex health needs, SEND, or learning disabilities is highly desirable	

	working with children, young people, and families. • Experience of safeguarding and multi-agency working. • Experience undertaking health assessments and managing a caseload		
Knowledge	• Knowledge of the Children Act 1989 and 2004 and the legislative framework relating to Children in Care. • Understanding of Statutory Guidance for Promoting the Health and Wellbeing of Looked After Children. • Comprehensive knowledge of safeguarding children, child protection procedures, and managing risk. • Understanding of the health inequalities and vulnerabilities experienced by Children in Care and Care Leavers. • Knowledge of child development, attachment theory, trauma, adverse childhood experiences (ACEs), and their impact on health and wellbeing. • Understanding of consent, confidentiality, information sharing, Gillick competence, and Fraser guidelines. • Knowledge of relevant NHS, local authority, and multi-agency	• Knowledge of SEND (Special Educational Needs and Disabilities) legislation and processes. • Understanding of learning disabilities, neurodiversity, and complex health needs. • Knowledge of CAMHS pathways and emotional wellbeing services. • Understanding of public health approaches to improving outcomes for vulnerable children and young people. • Knowledge of quality improvement, clinical audit, and clinical governance. • Understanding of the impact of exploitation, substance misuse, domestic abuse, and youth violence on children and young people.	

	policies affecting Children in Care. • Understanding of physical, emotional, mental health, and developmental needs of children and young people. • Knowledge of health assessment processes, health care planning, and reviewing health outcomes for Children in Care. • Awareness of equality, diversity, inclusion, and the needs of children with disabilities and additional needs.		
--	---	--	--

Freedom to Act

- The post holder is guided by precedent and clearly defined occupational policies, protocols, procedures or codes of conduct. Work is managed, rather than supervised, and results/outcomes are assessed at agreed intervals.

Physical effort

- A combination of sitting, standing, and walking with little requirement for physical effort. There may be a requirement to exert light physical effort for short periods.

Mental effort

- There is a frequent requirement for concentration where the work pattern is predictable with few competing demands for attention, or there is an occasional requirement for concentration where the work pattern is unpredictable.

Emotional Effort

- Exposure to distressing or emotional circumstances is rare, or occasional indirect exposure to distressing or emotional circumstances.

Working conditions

- Occasional exposure to unpleasant working conditions, or occasional requirement to use road transportation in emergency situations, or frequent requirement to use road transportation, or frequent requirement to work outdoors, or requirement to use Visual Display Unit equipment continuously on most days.

Compliance statement to expected organisational standards:

To comply with all Trust Policies and Procedure, regarding:

- Risk Management
- Health and Safety
- Confidentiality

- Data Quality
- Freedom of Information
- Equality Diversity and Inclusion
- Promoting Dignity at Work by raising concerns about bullying and harassment
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Always Comply with key clinical care policies and protocols for prevention and control of infection; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work and be able to provide evidence of this at appraisal.
- To perform your duties to the highest standard regarding effective and efficient use of resources, maintaining quality and contributing to improvements.
- Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post to deliver a quality service.
- Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. Our vision, values and behaviours have been designed to ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.
- Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013 4LSCB guidance and the IOW Safeguarding Policy.
- Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adult's policies and procedures
- Ensure that you comply with the Mental Capacity Act and its Code of Practice when working with adults who may be unable to make decisions for themselves,
- Ensure that you maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect conform to the requirements of the Data Protection Act 1998, including the responsibility to ensure that personal data is accurate and kept up to date
- If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- Proactively, meaningfully and consistently demonstrate the Trust Values in your everyday practice, decision making and interactions with patients and colleagues.
- Perform any other duties that may be required from time to time.

This job description may be altered, from time to time, to meet changing needs of the service, and will be reviewed in consultation with the post holder.