

SINGLE CORPORATE SERVICES

Safeguarding Service

Job title:	Named Nurse for Safeguarding Children	To be completed by HR <i>Job Reference Number</i>
Reporting to:	Associate Chief Nurse Safeguarding	
Accountable to:	Deputy Chief Nurse	
Pay Band:	8a	

As part of the Single Corporate Service, this role is a designated site-based role however the post holder will be part of the Corporate Service team which 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 purpose

To fulfil the role and responsibilities of the Named Nurse for Safeguarding Children as detailed in 'Working Together to Safeguard Children' (2023), The Children Act (1989 and 2004), and the 'Safeguarding Children and Young People, Roles and Responsibilities for Health Care Staff' (Intercollegiate Document 2019).

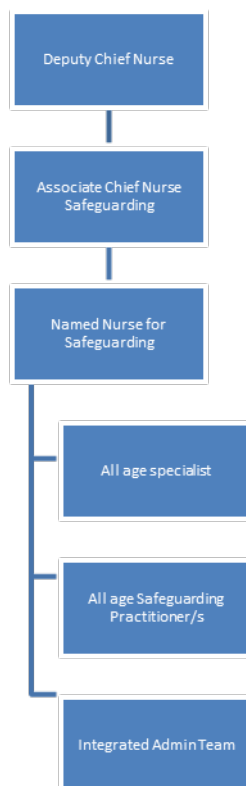
Strategically lead and support all activities necessary to ensure that the organisation meets the statutory responsibilities to safeguard and protect children and young people.

Job summary

- Provides strong leadership, inspiring and empowering others in pursuit of a shared vision to ensure an effective Trust wide engagement with the Safeguarding Adult and Children agenda.
- Participate in multi-agency subgroups of the LSCP, ICB and the Trust safeguarding committees.
- Advise local police, children's social care and other statutory and voluntary agencies on health matters with regard to safeguarding children.
- Support and advise the Trust board regarding the statutory, regulatory and contractual requirements of safeguarding/child protection.
- Contribute to the planning and strategic organisation of child safeguarding services.

- Support and advise all staff on the management of all forms of child maltreatment, including relevant legal frameworks and documentation.
- Assess and evaluate evidence, write reports and present information to child protection conferences and related meetings.
- Provide advice and signposting to all staff about legal processes, key research and policy documents.
- Ensure that the Trust has child safeguarding policies and procedures in line with legislation, national guidance, and the guidance of the LCSP.
- Contribute to the dissemination and implementation of organisational policies and procedures.
- Encourage case discussion, reflective practice, and the monitoring of significant events at a local level.
- Ensure that the Trust has a training strategy in line with national and local expectations.
- Develop, implement and maintain safeguarding educational programmes/training sessions in conjunction with the safeguarding team for staff across the Trust that address all levels of required/identified knowledge.
- Contribute to monitoring the quality and effectiveness of safeguarding services, including monitoring performance against indicators and standards.
- Contribute to serious case reviews/case management reviews/significant case reviews, and individual management reviews/ individual agency reviews/internal management reviews.
- Disseminate lessons learnt from serious case reviews/case management reviews/ significant case reviews and advise on the implementation of recommendations.
- Provide/ensure provision of effective child safeguarding appraisal, support, peer review and supervision for all staff in the Trust.
- Expertly advise and consult with frontline nursing and medical staff in any aspect of their work with children and families where there is child protection or safeguarding concerns; supporting them with supervision as required, using an advanced level of professional accountability, autonomy and judgement for highly complex decision -making across a range of safeguarding issues.
- Be a highly visible expert in child protection and offer proactive leadership working with other safeguarding partners to ensure that the profile of Safeguarding Children remains high throughout the Trust.
- Lead on Safeguarding Children Supervision within the Trust; this will include a Strategy to deliver of supervision to all staff working directly with children and their families.
- Challenge current practices across the Trust to promote and ensure a culture of continuous quality improvement within safeguarding.
- Lead, develop and evaluate safeguarding audit across the Trust developing protocols and training in relation to the clinical risk identified for adults and children.
- Contribute to the Trusts Quarterly and Annual Safeguarding Report and develops other reports as required for the Trust.

Organisational Chart



Specific Core Functions

- To proactively and strategically lead the Trust in maintaining compliance to statutory, regulatory, and contractual requirements set out in safeguarding law and policy.
- Effective use of the child safeguarding team budget.
- Direct line management of Child Safeguarding Team.
- Required to work closely with multi-agency safeguarding teams to investigate safeguarding alerts in which health concerns are a major issue. This will involve close working with safeguarding agencies throughout Hampshire including but not limited to the Police, Children's Services and other safeguarding colleagues.
- Develop, implement and provide a wide range of training and supervision across the Trust in line with national policy and local strategy

Key Responsibilities

Communication and Working Relationships

- The post holder will be providing and receiving highly complex, highly sensitive or highly contentious information, where developed persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or co-operation is required or because there are barriers to understanding and/or presenting complex, sensitive, or contentious information to a large group of staff.

- Communicates service-related information to senior managers, staff, patients/clients, carers, external agencies: requires negotiating, persuasive, motivational, reassurance skills; gives formal presentations

Analytical and Judgement

- Judgements involving highly complex facts or situations, which require the analysis, interpretation, and comparison of a range of options.

Planning and organising

- Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies.
- Planning of strategies which impact across the service and sector.

Physical Skills

- The post requires developed physical skills to fulfil duties where there is a specific requirement for speed or accuracy. This level of skill may be required for advanced or high-speed driving; advanced keyboard use; advanced sensory skills or manipulation of objects or people with narrow margins for error, or the post requires highly developed physical skills, where accuracy is important, but there is no specific requirement for speed. This level of skill may be required for manipulation of fine tools or materials.

Patient Client Care

- Develops specialised programmes of care/care packages, or provides highly specialist clinical technical services, or provides highly specialised advice concerning the care or treatment of identified groups or categories of patients/clients, or accountable for the direct delivery of a service within a sub-division of a clinical, clinical technical or social care service.
- Delivers highly specialised case management advice to the multi-disciplinary team across sectors; accountable for service delivery

Policy and Service Development

- The post holder is responsible for a range of policy implementation and policy or service development for a directorate or equivalent.

Financial Management

- The post holder will be an authorised signatory for cash/financial payments.
- The post holder will monitor and/or contributes to the drawing up of department/service budgets or financial initiatives.
- The post holder holds a delegated budget from a budget for a department/service.

Management/Leadership

- The post holder is the line manager for Safeguarding Children Service, responsible for appraisals, managing sickness absence, dealing with disciplinary and grievance issues, leading on recruitment and selection, staff development and succession planning and managing all aspects of people management.

Information Resources

- The post holder records personally generated information.
- The post holder will be responsible for data entry, text processing or storage of data compiled by others, utilising paper, or computer-based data entry systems,
- The post holder will regularly use computer software to develop or create statistical reports requiring formulae, query reports or detailed drawings /diagrams using desktop publishing

(DTP) or computer aided design (CAD), or (c) responsible for maintaining one or more information systems where this is a significant job responsibility.

Research and development

- Regularly undertakes R&D activity as a requirement of the job, or regularly undertakes clinical trials, or regularly undertakes equipment testing or adaptation.
- Responsible for co-ordinating and implementing R&D programmes or activity as a requirement of the job.

Freedom to Act

- The post holder is guided by general health, organisational or broad occupational policies, but in most situations the post holder will need to establish the way in which these should be interpreted.

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 unpredictable, or there is an occasional requirement for prolonged concentration.
- There is a frequent requirement for prolonged concentration, or there is an occasional requirement for intense concentration.

Emotional Effort

- Frequent exposure to distressing or emotional circumstances, or occasional exposure to highly distressing or highly emotional circumstances, or frequent indirect exposure to highly distressing or highly emotional circumstances.

Working conditions

- Exposure to unpleasant working conditions or hazards is rare.

Person Specification

Criteria	Essential	Desirable	<i>How criteria will be assessed</i>
Qualifications	Registered Nurse currently on NMC register Degree (or working towards a Masters) or equivalent in-depth knowledge	Teaching Qualification Leadership Qualification Supervision training	
Experience	A minimum of 2 years as a		

	safeguarding specialist Experience in leading, managing and implementing change. Evidence of robust inter-agency and partnership working. Expert knowledge and experience of working with current legislation and developments within Child protection.		
Knowledge	Full understanding of the statutory duty for the NHS Trust's under section 11 of the Children Act 2004. Understanding of audit cycle.		

Compliance statement to expected organisational standards.

To comply with all Trust Policies and Procedure, with particular regard to

- 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.

- Comply with key clinical care policies and protocols for prevention and control of infection at all time; 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 with particular regard to 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 in order 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 adults 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.