



Job Description

Title: Clinical Lead for Nursing

Relationships

Responsible to: Deputy Head of Integrated Services Team & Deputy Principal

Responsible for: Managing the delivery of a Nursing service at a universal and / or individual level, as clinically indicated

Reports to: Deputy Head of Integrated Services and Deputy Principal

Purpose and main responsibilities:

- To use a person-centred approach to promote choice, independence, and inclusion, reflecting the key principals of Valuing People (DOH 2002), Valuing People Now and the Human Rights Act and working towards the Preparing for Adulthood Agenda, to enable the student to achieve his/her academic, social and employment potential
- To maintain and model the highest level of respect at all times for students and their families, modelling person centred and collaborative working, at all times promoting student's human rights, dignity and individual choices.
- To lead in service development, clinical governance and professional standards for the Nursing service
- The post involves managing and developing College Health Care practice, to provide a high-quality service to students. In addition, the post holder is responsible for promoting positive health and providing a comprehensive holistic service to the students.
- To provide clinical supervision to nurses and health care assistants within the integrated services team in own clinical area.
- To establish and oversee university student placements at the college.
- To manage areas of service development and projects across the Integrated Services Team
- To carry out Nursing service audits to influence financial budgets.
- To undertake nursing clinical audits reviewing practices, processes and policies.
- To develop and review the relevant policies and procedures relevant to clinical area
- To develop and lead on training programmes relevant to clinical area across the whole college
- To be involved in external professional development forums, potentially including research and external presenting
- To access Specialist interest groups and supervision
- To support the Integrated Services Lead in managing and monitoring budgets & recruitment
- To re-establish and maintain community working agreements across the different boroughs ensuring a holistic approach for students attending the college.
- To represent the Nursing Service/ Integrated Services Team at Tribunals as necessary and support junior nurses in collating required evidence/ data where appropriate.
- To work with external agencies (eg. Schools, work placements, social services) to ensure smooth transition of student's communication information, both into and when leaving the college.

- To assess student's medical, physical and mental health and learning environment needs using a range of formal and informal assessments and observations and manage clinical caseload independently.
- To enable teaching and support staff to deliver the daily curriculum, personal health and care and eating & drinking needs in a safe way through contributing to support plans, planning & delivering staff training, coaching and reflecting with staff and class observations (eg. Enteral feeds, administering medication, Epilepsy management).
- To be responsible for the administration of drugs and treatment therapies in accordance with NMC Guidelines on the storage, custody and control of drugs
- To compile and maintain Health care plans and risk assessments for all students as required and contribute to Personal Support plans
- To work with the multi-disciplinary team to ensure the college is supported in the delivery of a "Capable environment" in the area of health and wellbeing through leading in health promotion projects and participating in audits, learner walks, training, coaching and feedback to class teams
- To work with other members of student support teams to assess and implement strategies to address any behaviours of concern, working within a Positive Behaviour Support and Trauma informed Framework
- To jointly set and review EHCP related targets with teaching, other support and therapy staff.
- To contribute towards team and college development plans in the area of Physical and mental health and wellbeing.
- To take responsibility for a designated clinical area as requested by head of IS service or clinical lead, eg. To lead on policy / clinical pathway development or a project area
- To ensure effective joint working practice between multi-therapy team and education, health, social services, voluntary sectors and student's families where necessary.
- To ensure that all students have access to the necessary equipment and specialist assessments (eg. Vision) and make onwards referrals to specialist external services as necessary.
- To plan and deliver training in Health and wellbeing, medication administration, health related procedures (eg enteral feeds), first aid at work and personal health care to education staff, home environments and workplaces, as indicated.
- To promote student's choice, self-advocacy and independence, working under the principles of the Mental Capacity Act (2005)
- To write EHCP reports and contribute to EHCP reviews and attend multi-disciplinary meetings as necessary, including parent's evening and Open Days.
- To maintain up to date and accurate case and care plans notes in line with college policy and NMC guidelines.
- To measure and record outcomes of Nursing interventions.
- To be accountable for own professional actions and recognise own professional boundaries
- To supervise junior clinical staff as requested
- To access the appropriate professional support/ supervision required, demonstrate the ability to reflect on practice with peers/clinical supervisor and continually update professional knowledge in line with the evidence base, including attending relevant external specialist clinical networks in relevant areas. To maintain Nursing CPD log (currently 35 hours per year of specific relevant role related CPD for a FTE therapist).
- To identify personal/professional development targets as part of the annual appraisal framework.
- To participate in Nursing student placements and contribute to the assessment of students.
- To explain the role of college nursing and health facilitation to education staff, families, visitors, students and volunteers and attend open days and parent's evenings as requested.
- To maintain up to date NMC registration and adhere to NMC Professional and Clinical Standards and Code of Conduct as well as National and Local Clinical Guidelines.

- To participate in departmental research and clinical governance/audit projects as required alongside the other clinical leads and or SLT
- To share information with others, observing data protection guidelines, confidentiality and appropriate consent.
- To occasionally travel to other OHC sites as requested.
- To quickly act/act in a timely manner in all cases relating to Adults at Risk (Safeguarding Adults) and Child Protection. The post holder must be fully conversant with all policies (and practice issues/and responses required) relating to adult and child protection matters that impacts on their practice.
- To adhere to all relevant college policies , e.g. Health & Safety, Equality and Diversity.



Person Specification

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form. Priority 1 criteria are essential on appointment. Priority 2 criteria may be acquired after appointment. If you are selected for interview you may be asked also to undertake practical tests to cover the skills and abilities shown below:

EDUCATION, FORMAL TRAINING AND QUALIFICATIONS	Priority
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|---|---|
| 1. First Level Nursing qualification e.g. RGN | 1 |
| 2. Evidence of other formal study. | 2 |
| 3. NMC Registration. | 1 |
| 4. Experience in a senior post and or managing staff | 1 |
| 5. Significant experience working with students over 16 who have severe/profound and multiple learning disabilities and mental health needs or similar provision ie Schools | 2 |

ABILITIES, SKILLS AND KNOWLEDGE

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| 1. Ability to demonstrate effective management of a nursing team. | 1 |
| 2. Ability to model good clinical practice through the management of the care of adults with severe/profound learning difficulties and/or disabilities and to oversee others in managing their work. | 1 |
| 3. Ability to provide and to manage others in the delivery of effective assessments and interventions relevant to adults with learning difficulties. | 1 |
| 4. Knowledge of up to date standards, requirements and legislation relevant to the team. | 1 |
| 5. Ability to communicate effectively with learners, carers and other professionals both internally and externally. | 1 |
| 6. Able to demonstrate effective coordination of supervision, support and clinical governance. | 1 |

7. Ability to demonstrate own CPD and current NMC Registration.	1
8. Ability to monitor CPD and NMC Registration of others.	2
9. Ability to represent the nursing team at Management and other internal meetings.	2
10. Ability to represent all disciplines at external meetings.	2
11. Ability to instruct and support teaching teams in a range of techniques to support learners within the class environment and in the use of specialised equipment.	1
12. Ability to co-ordinate and implement programmes of staff development internally and externally.	1
13. Ability to participate in research in order to be able to provide quality nursing care and show enthusiasm about further learning and study, professional awareness and self -assessment skills	1
14. Ability to oversee and support nurses in working closely with teaching staff in the identification of integrated learning and individual objectives.	1
15. Ability to support and monitor nurses in maintaining relevant and appropriate forms of assessment, evaluation and recording.	1
16. Ability to assess and prescribe appropriate specialist equipment, in conjunction with others.	1
17. Knowledge of evaluating outcomes of intervention and ability to critically appraise own performance.	1
18. Ability to develop and maintain strong professional links with external services, providers and agencies.	1
19. Ability to communicate a commitment to the view that students with severe/profound and multiple disabilities can and do achieve.	1
20. Ability to actively promote and adhere to the College's Equality and Diversity Policy, Safeguarding of Children and Vulnerable Adults Policies and Health and Safety Policies	1
21. Ability to work flexibly across teams and venues and deliver training as required	1

Other requirements of the post

- This post involves working with students who may exhibit behaviours of concern. In order to ensure the safety of the post holder and others, the post holder must be able to participate fully in training provided in de-escalation and physical interventions and be able to carry out agreed Physical Intervention procedures at work and to respond to challenging behaviour in accordance with College/schools policies and procedures to minimise potential risk.
- Given the nature of the client group, the post holder may be expected to undertake basic manual handling training provided by OHCAT and carry out manual handling techniques as required.
- The post holder should expect exposure to saliva and bodily fluids within the course of their work.
- The post holder will be required to rotate between other College sites across the Boroughs from time to time, to meet the needs of the service as well as other community spaces such as student's work experience and leisure venues & student's homes.
- May be required to attend residential trips and / or college open days that fall on weekends once a year
- No annual leave to be taken in term time.

This job description reflects the current situation. It may be altered in details and emphasis in the light of changes, service needs or function. Any changes will be fully discussed with the post holder.

Training can include:

- Attending all whole college INSET days /weeks and twilight sessions.
- Training will include enrolment on our tiered CPD programme (basic safeguarding, Educare, Positive Behaviour Support).
- Attending external training courses which relate directly to the role. As directed.