

Kent County Council

Job Description: Specialist Nurse - Youth Justice

Directorate:	Chief Executive Department
Division:	Public Health
Grade:	KSI
Responsible to:	Relevant Consultant in Public Health or Public Health Specialist

Purpose of the Job:

- To embed knowledge and experience of implementing trauma informed healing centred approaches into practice with children and young people in youth justice.
- To establish protocols and pathways of care for children and young people whilst in youth justice to access health services promptly, and to explore how to enable health care to continue following exit from the youth justice service.
- To understand and support the health needs of the cohort of children and young people who enter youth justice. This will include contribution to the initial high quality assessment undertaken.
- To advise, progress referrals where needed to health care services such as drug and alcohol services, emotional health and wellbeing services. Attendance at regular multi agency disciplinary team meetings
- To utilise relational practice in all activity
- To contribute to the Kent youth justice strategy outcomes and to the reduction of health inequalities among children and young people

Main duties and responsibilities:

- Be responsible for the strategic overview of the health needs of children and young people in youth justice working in partnership with the youth justice team, public health, healthcare providers, education settings and other parts of the system
- Be responsible for the development and management of an effective, proactive and prompt health assessment of children and young people entering into the youth justice system.
- Demonstrate a professional approach to work, and act in accordance with the Nursing and Midwifery Council (MNC) Code of Professional Conduct.

- Have knowledge of and adhere to organisational policy and professional standards. Make policy change recommendations where required internally and as part of wider networks.
- Develop and deliver brief overview on the impacts on health [social, emotional, physical] on individual youth engaging in offending behaviours to further develop youth justice understanding of the impacts of poor health status.
- Provide expert clinical advice and specialist knowledge on the health of children and young people to inform and progress access to health care services, or ND status, and provide ongoing real time support to individuals in the youth justice team
- Provide skilled screening, assessment and onward referral and treatment for YJS clients according to the protocols and pathways developed
- Review and monitor the health status of clients with use of evidence based tools e.g WEBWEMS for those aged 13 year olds and older.
- Participate in networks with other health roles in youth justice teams to support and learn from best practice through dissemination of evidence and knowledge.
- Support one or two youth justice service geographical areas dependent on levels of need
- Communicate consistent messaging sensitively and effectively with team members, clinical and non-clinical staff, and the public.
- Develop knowledge and understanding of what health literacy is and what it means to be health literate with youth justice children, young people, their families and the youth justice team
- Meet Continuous Professional Development (CPD) and nursing revalidation requirements. Identify own learning needs and ensure own professional development is maintained by keeping up to date with practice
- Contribute to the national agendas relating to your role working on behalf of KCC and the wider partnership arrangements, demonstrating a good understanding of the political environment and application of concepts and principles.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Specialist nurse - youth justice

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short listed.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> Registered nurse. Additional training to support delivery working with children and young people on the Healthy Child programme within a School Nursing team
EXPERIENCE	<ul style="list-style-type: none"> Significant nursing experience, including experience of working with children and young people in school health. Demonstrable experience and in working with children and young people Delivering the Healthy Child programme within a School Nursing team Previous/current work at an advanced practice level. Experience of working within a multiagency collaboration. Experience of working effectively across healthcare professions and with nonclinical staff. Experience of project management Demonstrable experience of working with children and young people in school nursing service Demonstrable experience of multidisciplinary working In e.g., safeguarding and Early Help agenda's
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Takes responsibility for own actions and promotes good team working. Ability to plan and prioritise workload. Excellent verbal and written communication skills in order to communicate at all levels and across organizations. Ability to positively influence the outcomes of decisions Ability to work autonomously and as part of a team. Ability to form, lead and network with effective partnerships, especially with external agencies within a mixed economy Excellent interpersonal skills Computer literate. Enthusiastic, motivated and approachable Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day Ability to be innovative and to lead cultural change Demonstrable commitment to equality and promoting diversity in all aspects of working. Ability to manage and balance the conflicting demands of the role. Skills which demonstrate a sensitive and empathetic communication style to build trusting relationships that results in clear responsibilities being identified and ensures that care is delivered both effectively and efficiently.

KNOWLEDGE	<ul style="list-style-type: none"> • A detailed working knowledge of legislation and guidelines relating to children and young people, including Safeguarding and prevent. • Awareness of Data Protection, UK GDPR and confidentiality issues. • Aware of own abilities and be able to carry out clinical role without continuous direct supervision and ability to supervise junior members of staff • To understand, identify and act upon changing clinical needs of children and young people • Knowledge and ability to maintain robust clinical governance to deliver safe, high quality service IT knowledge & skills to be able to maintain databases, operate electronic systems, produce reports. • A clear understanding of partnership and multi-agency working.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p>

Organisational Responsibilities:

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the Council. These are fundamental elements of their role not an addition and are summarised as follows:

Whole Council

- Seek to improve the lives of all residents in Kent and economy of Kent.
- Act as corporate parent to the Council's looked after children.
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met.
- Understand, communicate and contribute to the delivery of KCC's strategic aims.

- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code).
- Advise elected members and support the democratic process.
- Promote the Council brand and enhance the overall reputation of the Council.
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services.
- Maintain and ensure a relentless focus on the customer.
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council.
- Overcome professional and service silos to achieve the County Council's objectives.

Integration of Services

- Focus resources where they have the biggest impact.
- Deliver services that are flexible and adaptable.
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience.
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation.
- Meet the financial regulations and standing orders of KCC.
- Challenge the status quo and engage with the market to constantly improve.
- Ensure all services are delivered effectively and efficiently.
- Proactively and continuously seek to improve service delivery.
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss.

Managing Change

- Understand and support the Authority's overall change agenda.
- Deliver required outcomes of service specific change on time and to budget.
- Understand the quality of staff, support their development, nurture those with talent.
- Identify the skills for the future and the level of staff through robust workforce planning.
- Identify and deal with underperformance.
- Deliver to agreed budget and income targets.