

Nurse Specialist – Safeguarding

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children and young people with heart or brain problems, and the largest centre in Europe for children and young people with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children and young people served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children and young people need the help of different specialist teams. Improvements in health care and diagnosis mean that many children and young people have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children and young people with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Nurse Specialist – Safeguarding
Division	Nursing and Patient Experience
Band	7
Responsible to	Head of Safeguarding Children & Young People/Named Nurse
Reports to	Senior Nurse Specialist Safeguarding Children and Adults
Accountable to	Chief Nurse and Executive Lead for Safeguarding
Type of contract	Permanent
Hours per week	30
Location	Great Ormond Street Hospital
Budgetary responsibility	N/A
Manages	N/A

Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

Scope of the role

Safeguarding at Great Ormond Street Hospital encompasses:

- promoting the welfare of children and protecting them from harm
- protecting the rights of those over 18 years with care and support needs to live in safety, free from abuse and neglect.

Working closely with the Senior Nurse Specialist – Safeguarding Children & Adults, Head of Safeguarding & Named Nurse and Named Doctor for Safeguarding Children, GOSH Social Work service and multi-professional clinical teams to ensure that the Trust's statutory responsibilities to safeguard and promote the welfare of children, young people and adults at risk are met the post holder will:

- Provide specialist information, advice, supervision, training and support on safeguarding issues to staff at all levels within the organisation.
- Assist the Trust and staff in their duty to protect children, young people and adults at risk from harm and abuse.
- Contribute to the on-going development of a robust strategy for the Safeguarding Team in response to the demonstrated need of the children, young people and adults at risk using the Trust services, and to the directives of national and local safeguarding initiatives.
- Assist in developing robust clinical governance and quality assurance systems to monitor and evaluate safeguarding practice across the Trust.
- Support the Safeguarding Team, Education and Training Team and other agencies to further develop and fully implement an agreed strategy for safeguarding training – delivering a robust and flexible training programme and monitoring uptake and effectiveness.
- Assist the Senior Nurse Specialist and Named Professionals in providing reports, including for Serious Case Reviews for adults or children and Domestic Homicide Reviews, participating in whichever methodology is agreed by the local safeguarding board
- Work collaboratively within the organisation, across agencies and with children, young people and vulnerable adults to form partnerships and working arrangements that promote safeguarding.
- Assist the implementation of robust clinical governance and quality assurance systems to monitor and evaluate safeguarding practice throughout the Trust, ensuring that safeguarding issues are managed effectively
- Work as a member of the Trust Operational Safeguarding Group

The post will incorporate the Nurse Specialist (NS) role dimensions of expert clinical practice, education, leadership & management and research. The post holder will:

- Act as a visible role model and expert practitioner in safeguarding.
- Provide strong and effective nursing leadership to ensure the provision of high quality safe and effective care to all children, young people and adults at risk in the case load at all times.
- Act as a designated resource to staff, children, young people and adults at risk within the caseload/sphere of practice, and the multidisciplinary professionals and others caring for them.
- Facilitate the education and development of those in the Trust, including registered and student nurses, doctors, allied health professionals and others to ensure that all children, young people and vulnerable adults receive care based on the most up to date evidence and best practice at all times.
- Promote an innovative and progressive attitude to the continual improvement of patient care through reviewing the evidence base and embedding this in practice and through engagement in research activities.

- Support the development and implementation of Trust wide Safeguarding policies, procedures and processes.

As a senior nurse leader the Nurse Specialist is a key member of the Safeguarding team with a responsibility to contribute to wider service delivery.

Key working relationships

Internal:

- Chief Nurse / Executive Lead for Safeguarding
- Named Professionals at GOSH
- Senior Nurse Specialist for Safeguarding Adults and Children
- Safeguarding team
- Head of Social Work, GOSH Social Work Service
- Clinical Governance and Safety Team including the Audit Team
- PALS, complaints and patient experience teams
- Learning & Development Team and PGME
- Consultant Nurse, Learning Disabilities
- GOSH Psychosocial Service
- General Paediatricians
- Legal Team
- Education & Training Team and PGME
- Clinical Site Practitioners
- Matrons/Lead Nurses/ Ward Sisters/Charge Nurses/ Clinical Nurse Specialists/Practice Educators
- Trust Operational Safeguarding Group
- Trust Press and Communications Team

External:

- Named & Designated Professionals in the area covered by Camden Safeguarding Children Board.

Main duties and responsibilities

Clinical

- To be a competent, knowledgeable and visible practitioner within safeguarding ensuring the provision of high quality evidence based service, for children, young people and adults at risk.
- To facilitate good communication and consistency of 24 hour service provision through ensuring the regular briefing as required of 24/7 clinical teams on key safeguarding issues and specific safeguarding cases.
- To support managers and staff in the delivery of high quality safeguarding practice throughout journey of the child, young person or adult at risk within GOSH, (particularly with respect to robust discharge planning and follow-up for those discharged from our care) that embraces prevention of maltreatment, early intervention and timely, appropriate referral to statutory agencies.
- Assist staff with their roles and responsibilities in responding to children, young people and adults at risk's rights to protection from significant harm, and to being safeguarded, with an emphasis on empowering staff and promoting their development, confidence and expertise rather than the creation of dependency.

- As part of the team, maintain an overview of cases where safeguarding concerns have been notified to the Safeguarding Team to promote safety and well being of children, young people and adults at risk
- Work alongside Trust staff and, where appropriate, take a lead with processes designed to protect children and adults at risk. Where appropriate support staff to professionally challenge the analysis of others where safeguarding concerns have not been not adequately addressed.
- Provide safeguarding supervision and case management guidance and be able to identify emerging themes from supervision contacts to inform future training needs.
- Facilitate good standards of record keeping, report and statement writing in line with NMC and Trust guidelines, by personal example, within supervision and within the context of training.
- Attend as required, strategy meetings, case conferences, core groups, appropriate multi - disciplinary team meetings and any other appropriate meetings, as a support to staff or as a representative of the Trust. Assist in the Serious Case Review process supporting the Senior Nurse Specialist and Named Professionals, specifically in completing individual management reviews and the implementation of the findings and recommendations. This will also include implementing the learning from internal management reviews.
- Contribute to the setting and monitoring of standards in relation to safeguarding activity, supporting the implementation of Standard 5 of the National Service Framework for Children, Young People and Maternity Services and ensuring the Trust meets the requirements of NHS Improvement / CQC Essential Standards of Quality and Safety Assurance Framework
- To promote a right's based approach to the care of children, young people and vulnerable adults.

Management and Leadership

- With the support of other members of the Safeguarding Team lead and facilitate good communication and consistency of service provision and development for safeguarding within GOSH and external statutory agencies.
- Act as a visible role model and foster an environment that enhances the patient family and staff experience.
- Provide specialist professional advice and support to colleagues.
- To ensure that all staff know where to access trust policies and support staff to adhere to these at all times.
- Actively promote & engage with the patient quality, safety, effectiveness and experience agenda and the transformation programme locally and across the Trust.
- Undertake relevant Trust wide projects in agreement with the line manager.
- To work closely with other staff within the team to cross cover and represent them as appropriate in their absence.
- Act as an ambassador for the department and specialty both within and outside the Trust.
- Participate in events or publications that promote the Trust and Safeguarding Children, Young People and vulnerable adults.
- Contribute to the on-going review of GOSH Trust Safeguarding Policies and Procedures and other relevant policy procedures and guidance as appropriate.
- To contribute to annual and quarterly reports for the Board and any other reports as required.

Educational

- Provide education and training for staff to ensure they have up to date safeguarding skills knowledge and competence.
- Foster environments conducive to learning, inquiry, and research and to support the identification of the training and development needs of all staff.

- Support the local Practice Educators and Safeguarding Links with the planning, delivery and evaluation of training and education programmes.
- Play a lead role in educational development, implementation, delivery and evaluation relevant to the specialty and caseload.
- Contribute to the provision of a validated supportive and challenging environment for newly qualified nurses
- Act as a resource for students and multi-disciplinary colleagues, facilitating the development of staff.
- Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice.
- Attend relevant local and national Safeguarding Network and Educational events to ensure ongoing professional development and awareness of new research and evidence to inform practice which is disseminated throughout the organisation.

Research and Development

- To work within the research governance arrangements to support audit of practice and continual improvement - locally, nationally and internationally.
- Contribute to the evaluation of tools to audit practice within specialist area of practice.
- As appropriate, to engage in research trials within specialist areas of practice and publish results to increase the body of knowledge.
- Keep up to date with emerging thinking and findings from other organisations
- Work with others to maintain service database, including ensuring data entry, retrieval and analysis and provide activity reports as requested.

Professional

- Demonstrate a professional approach to work, and act in accordance with the GOSH 'Our Always Values' and the NMC Code (2018) at all times.
- Respect privacy and confidentiality in accordance with the NMC Code (2018), sharing information only when the interests of patient safety and public protection override the need for confidentiality.
- Ensure documentation is complete and up to date, in line with NMC and Trust guidelines.
- To identify own learning needs and ensure own professional development is maintained by keeping up to date with practice developments and requirements for NMC revalidation.
- Participate in staff appraisal, staff development and in service training activities.
- To liaise (within National and NHS Trust information sharing policies and guidelines) with professionals from other statutory and voluntary agencies regarding information sharing in order to safeguard children, young people and adults at risk.
- Receive Safeguarding supervision from the Named Nurse on a regular and planned basis using reflective models.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

Education, training and qualifications

E	Diploma or Degree RN Children OR RN Adult with Specialist Community Public Health Nurse (Health Visiting /School Nursing) qualification AND
E	Post registration education in child protection/safeguarding children module at graduate level or prepared to work towards
E	Assessing & Mentoring Qualification
D	D32/33 Assessor's Course
D	Recognised teaching qualification
D	Completion or willing to undertake a "Train the Trainers Course" in Safeguarding.
D	Participation on leadership programme
D	Completion or willingness to undertake a Safeguarding Supervisors course
D	Post registration education in safeguarding adults, or willingness to undertake

Skills and abilities

E	Ability to offer safeguarding advice and support to GOSH staff within own sphere of competence. This will include the ability to empower, challenge constructively and provide a learning environment as necessary.
E	Able to demonstrate critical thinking skills.
E	Able to contribute to developing, delivering and evaluating high quality learning packages.
E	Responsive and flexible in meeting the needs of adult learners.
E	IT skills including PowerPoint, Word, Outlook, Databases
E	Excellent organisational skills
E	Ability to prioritise workload and meet deadlines.
E	Ability to promote and demonstrate effective communication at all levels, both written and oral.
E	Evidence of ability to challenge the analysis of other constructively
E	Excellent verbal, written and presentation skills

Knowledge & Experience

E	Relevant experience in senior clinical or management role/s
E	Evidence of experience in safeguarding children practice processes and working with complex child protection issues.
E	Experience of contributing to delivering, planning and evaluation of training to groups
E	Experience of collaborative inter-agency working.
E	Evidence of supporting the learning and development of others.
D	Evidence of working as a supervisor / assessor
E	Evidence of participation in governance, including undertaking audit and review.
E	Participation in the development of teaching programmes
E	Experience of facilitating groups
D	Previous teaching experience in formal classroom environment
E	Experience of or willingness to undertake training on sound reflective coaching/models of supervision.

		E	Knowledge of relevant of evidence based practice and experience of utilising this in practice.
		E	In depth knowledge and understanding of current safeguarding children legislation and guidance.
		D	Awareness of current adult safeguarding legislation and guidance, including The Care Act (2014), The Mental Capacity Act (2005) and Deprivation of Liberty Safeguards (2009)
		E	Knowledge of the national strategic direction of services for children, young people and families.
		D	Knowledge of Modern Slavery, Prevent and Domestic Abuse processes, including MARAC
		D	Awareness of quality assurance and clinical governance processes in relation to safeguarding.
		E	Awareness of the sensitive nature of safeguarding work; including issues of equal opportunities, confidentiality and information sharing.
		E	Understanding of the principles of supporting learning and development in safeguarding practice.
		E	In depth knowledge of children and young people's health and development across the age spectrum.
		E	Understanding of the impact on children and young people of parental capacities affected by domestic abuse and violence, adult mental ill health, substance misuse and those with learning difficulties.