

Practice Educator

For Nursing & Non-medical Education Team

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 with heart or brain problems, and the largest centre in Europe for children 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 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 need the help of different specialist teams. Improvements in health care and diagnosis mean that many children 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 with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Practice Educator for Nursing & Non-medical Education Team
Band	7
Division	Corporate Nursing
Responsible to	Lead Practice Educator for Nursing and Non-medical Education
Accountable to	Associate Director of Education
Type of contract	Fixed-Term - secondment
Hours per week	37.5
Location	NNMET
Budgetary responsibility	None
Manages	Student Practice Educators & Business Support Officers within NNMET

Trust Values and Expected Behaviours

Over 2,000 of our staff, patients and parents have developed a set of Values – Our Always Values. These are the values that should 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

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. 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.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street Hospital for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

Scope of the role

The purpose of this post is to:

- Support learning and education across nursing and the non-medical professions
- Support identified work streams which may include:
 - Non-medical supervision of undergraduate/postgraduate students
 - The newly registered nursing workforce
 - Leadership on the design/delivery of CPD programmes
 - Talent for Care workforce, bands 2-4
 - Simulation training

The post holder will be expected to deliver the core requirements of a GOSH Practice Educator:

- Promote high standards of care through the demonstration of clinical expertise
- Lead in the creation of clinical areas that encourage practice development, audit practice and disseminate information on developments
- Facilitate the creation of positive learning environments where staff development is encouraged and supported
- Facilitate the induction, education and continuing professional development for all levels of nursing and associated staff within the scope of the role
- Work within the Education department, and Trust-wide, undertaking a key role in practice development to support service improvement and quality care for children, young people and their families
- Provide cross-cover for other members of the NNMET and the Lead PE, Nursing and Non-medical Education as required
- Lead on their identified work stream as agreed by the Lead PE for Nursing and Non-medical Education

Key working relationships

Internal:

Associate Director of Education, Deputy Director of Medical Education, Learning Education and Development department, Clinical Skills Centre Team, Lead Nurses, Nurse Practice Educators, Ward Sisters, Allied Health Professionals, student practice facilitators, undergraduate students.

External:

HEE ENCEL, Higher Education Institutes eg LSBU

Main duties and responsibilities

Clinical

- Be a highly visible clinical role model, working alongside staff in clinical practice.
- Work clinically to maintain own knowledge, skills and clinical credibility, demonstrating high standards of practice and clinical expertise in the care of children, young people and their families
- Be prepared to work alongside colleagues in non-nursing roles to understand the requirements of different professions/areas

- Contribute to an environment in which effective practice-based learning is fostered, implemented, evaluated and shared
- Remain abreast of the developments in clinical practice and implement/lead changes as appropriate
- Facilitate the implementation of changes to practice as agreed by the Clinical Practice Committee and Nursing Board
- Foster an environment of enquiry and evidence based care within the clinical units

Education

- Work with education leads, managers and supervisors to establish mechanisms for enhancing, developing and assessing the quality of non-nursing placement learning
- Co-ordinate and deliver work-based learning and other CPD programmes as required.
- Advise individuals and teams about educational opportunities
- Collaborate with colleagues across Learning, education and Development (LEaD) to design, develop, deliver and evaluate mentorship, teaching and learning and train the trainer programme for all staff working with both undergraduate and postgraduate learners
- Assist staff to identify professional development needs that will ensure that the staff member develops knowledge and skills in their chosen specialty
- Demonstrate strategies that will assist in the integration of learning both in the practical and educational setting
- Participate in formal/informal teaching/training on other courses/educational programmes as indicated and agreed with the Lead PE, Nursing and Non-medical Education.
- Attend and present at study days/courses, national and international conferences
- Provide support to students and mentors/supervisors in practice across the non-medical professions

Audit and Research

- Utilise, develop and review tools to audit and evaluate educational and professional practice and education programmes/materials
- To review course evaluations and analyse results
- Disseminate findings through presentations and writing for publication
- To actively promote research awareness and evidenced base care

Management and Leadership

- Represent NNMET at Trust wide and external meetings and in response to Trust wide quality improvement initiatives
- Contribute to Trust wide policies, procedures and educational initiatives as indicated
- To develop effective working relationships with managers, PE's/education leads and others to ensure effective communication and support of supervisors and students in practice
- To critically evaluate & develop the service in response to internal & external policy/practice changes, complaints, course evaluations and staff feedback.
- To undertake relevant Trust wide projects in agreement with the Lead PE, Nursing and Non-medical Education
- Work with, managers, PE's/education leads to address issues of concern with staff performance or the quality of supervision/the learning environment for students, reporting to the Lead PE, Nursing and Non-Medical Education
- To oversee compliance with placement learning/quality monitoring requirements/reviews.

- To provide course reports, including attrition rates, competency achievement and programme evaluations.
- Participate in events or publications that promote the Trust and children's healthcare.
- To provide cross-cover for other members of the NNMET and the Lead PE, Nursing and Non-Medical Education as required
- Prepare and present reports as required by the Lead PE, Nursing and Non-medical Education.

Professional

- Maintain a good working relationship with the academic partners, the LETB regulators, professional bodies and organisations.
- Maintain own awareness of current clinical and professional issues
- Be accountable for one's own actions in accordance with the code of professional conduct.
- Develop professional networks across education and practice
- Act as an ambassador for the department, Trust and education
- Provide professional advice and support to staff in the team and across the Trust
- Represent the Trust on local and national committees/working groups as required by the Lead PE, Nursing and Non-Medical Education
- Demonstrate a professional approach to work, and act in accordance with the GOSH values and the NMC Code of Professional Conduct at all times.
- Participate in staff appraisal, staff development and in service training activities
- Undertake further training and academic qualifications as relevant to the role and service requirements.
- Demonstrate a personal commitment to continuing professional development and lifelong learning
- Contribute and participate in the clinical supervision/action learning group initiatives within the Trust.

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 fulfill 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

Skills and abilities

E	Excellent relevant paediatric clinical skills
E	Excellent managerial, leadership and organisational skills
E	Able to motivate and develop a multi-professional team
E	Able to problem solve and initiate change
E	Negotiating skills
E	Self-discipline and good time management to support periods of lone working
E	Ability to delegate and prioritise
E	Able to work across professional boundaries
E	Computer literate

Education, training and qualifications

E	Registered Nurse
E	NMC Recognised Mentorship qualification
E	Evidence of on-going professional development within the clinical speciality
D	Teaching qualification (PG Certificate Practice Education or equivalent) or willingness to undertake
D	Postgraduate degree qualification

Knowledge & Experience

E	Demonstrable experience either within clinical education or the clinical environment
E	Experience of coordinating and managing either staff or patients
E	Ability to prioritise workload and work to deadlines
E	Ability to work autonomously as well as part of a team
E	Understanding of inter-professional education
E	Understanding of professional and current issues in children's nursing
E	Management of poor performance
D	Previous experience of research and audit

