

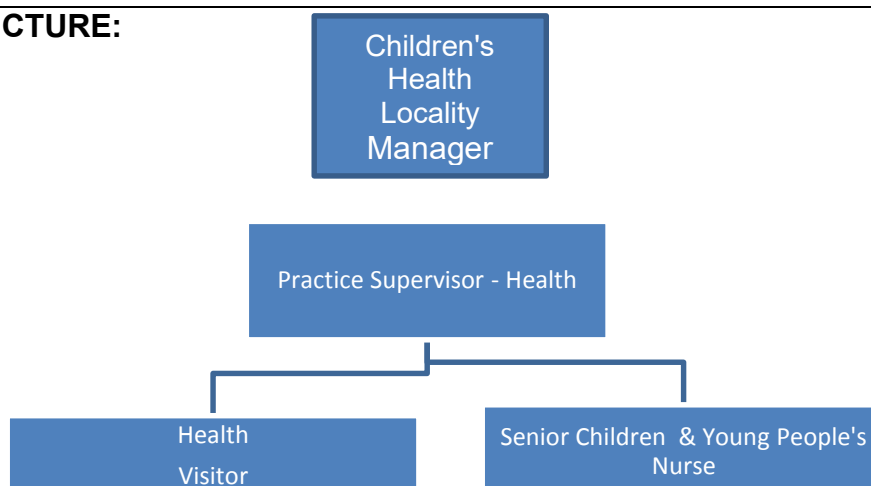
JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Children's Services	Job Ref Number: 02474
Service Area: Children's Health 0-19 (25 SEND)	Grade: G11 (click here for value)
Job Title: Practice Supervisor – Children's Health	

PURPOSE OF JOB: This service includes the delivery of the Healthy Child Programme by Health Visitors, Children & Young People's Nurses and support staff. The service is a separate service but is part of an integrated children's workforce and is focused on providing a strong universal input to all children and families in the ante-natal and early year's period. Intensive support will also be provided to families and children aged 0-19 who is identified as having greater or complex needs.

The job role is responsible for the line management, development and supervision of a team of Children's Health Staff including registered and non-registered practitioners.

TEAM STRUCTURE:



MAIN DUTIES:

1	To supervise a team of registered and non-registered practitioners in delivery of the Healthy Child Programme and programmes of care to meet individual need during the service operating hours of 8am-8pm.
2	To monitor performance of delegated staff and ensure their compliance with performance targets, effective use of own time and cooperative working with wider children services colleagues and other relevant partners and stakeholders.
3	Support and manage practitioner performance issues including competency assessments and the development of action plans.
4	To effectively manage and supervise workflow through the team to ensure the allocation of new work and the effective assessment and delivery of services

	according to client need.
5	Responsible for the provision of local day-to-day supervision, support and advice for the team including safeguarding and complex cases. To be responsible for the mandatory safeguarding supervision programme for relevant members of the team.
6	Utilise specialist clinical skills using evidence based practice to identify any risks and needs in protecting children and ensure/provide assurance that practitioners are adhering to agreed safeguarding policies and procedures.
7	To take responsibility for and promote the safeguarding and clinical governance agenda taking required actions to ensure service compliance, leading investigations of clinical and safeguarding incidents from fact finding investigations and root cause analysis and ensuring that lessons learned from internal and external reviews are embedded in practice.
8	To manage effective systems, processes and reporting mechanisms including devolved budgets where relevant and to ensure that resources are deployed as effectively as possible.
9	Undertake timely appraisals of team members.
10	Take local responsibility for ensuring and providing assurance that the service provided is compliant with the relevant CQC regulations, to escalate any deficits to the children's health locality manager and work in collaboration to devise effective action plans to address any gaps or omissions.
11	In collaboration with children's services colleagues, contribute to workforce development and innovation in service development.
12	To be responsible for ensuring standards of record keeping are maintained in accordance with council policy and professional standards and participate in audit to ensure that timeliness and appropriate quality standards are met.
13	To ensure that the staff for whom the post-holder has a responsibility are fully deployed and utilised effectively and efficiently within the locality.
14	To promote and develop an integrated approach to care through the development of multi-disciplinary working across teams, children services and where relevant, other partner agencies.
15	Satisfactory DBS check.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Registered General Nurse or midwife	A/I	Y	
Specialist Community Public Health Nursing (SCPHN) qualification with a minimum of 2 years post qualification	A/I	Y	

experience)			
Evidence of post qualifying and continuing professional development.	A	Y	
Member of relevant professional body with an active NMC registration	A/I	Y	
Active Mentor status and/or supervision qualification	A/I	Y	
Experience of clinical supervision of staff and/or experience of child safeguarding supervision	A/I	Y	
Evidence of experience and expert knowledge of 0-19 Public health/children's health service delivery including child protection/safeguarding)	A/I	Y	
Sound and proven working knowledge of safeguarding children, Children Act 1989/2004, Working Together to Safeguard Children (2015), Domestic Abuse (MARAC)	A/I	Y	
Excellent presentation, written and verbal communication skills including the ability to receive highly complex and sensitive information. and an ability to produce concise informative reports	A/P	Y	
Excellent interpersonal skills and an ability to manage and reconcile conflicting inter-professional views.	A/I	Y	
Demonstrable experience of managing and implementing change	A/P/I		Y
The ability to influence others effectively and demonstrate professional challenge where relevant	A/P/I	Y	
The ability to establish credible relationships across partner and other external organisations	A/I	Y	
Understanding of the clinical governance framework and related standards of practice.	A/I	Y	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.