

Job Description

Job title	Children's Learning Disability Nurse
Directorate	PEOPLE : Children and Adults
Division	Children's Provider Services/Residential
Range	MPR 6
Reports to	Registered Manager - Parklands

Main purpose of the job:

As a registered learning disability nurse, you will support children and young people with a learning disability and other complex behaviours within a residential short break care service and longer-term provision. You will have excellent communication skills and the ability to establish and maintain positive relationships with the children staff team and partner agencies.

You will work as part of a multi skilled team comprising of the Responsible individual, Registered Manager, Residential support workers, ancillary staff, Parents and develop strong links with OT and LADO and partners in Education. Together we support the health and wellbeing of children in Medway; working closely with our children's therapy and health visiting colleagues to provide children the best opportunity to learn and thrive.

Liaise with stakeholders in a way that promotes the [One Medway Council Plan](#) and embeds our [values and behaviours](#).

Accountabilities and outcomes:

Work with children and young people with a learning disability and or additional needs who require support and intervention whilst they attend residential settings within Medway.

Facilitate and deliver a range of assessments and brief interventions, working both independently and as part of a multi-agency team to support the children who attend residential settings within Medway.

Work in partnership with specialist services to build progressive care pathways and improve health outcomes for children and young people who attend residential settings within Medway.

Work flexibly and creatively to best engage and meet the diverse health needs of the children who attend residential settings within Medway.

Support and guide residential staff to promote positive behaviors for the children and young people who attend residential settings within Medway.

Provide critical oversight of case records, actively monitoring and reviewing workloads, and developing a culture of mutual support and creative thinking to achieve improved outcomes for children and young people. To also undertake quality assurance to ensure file management and standards of practice are in accordance with local procedures and residential regulations.

Develop, enhance, and maintain specific collaborative working with a broad range of agencies supporting the children and young people who attend residential settings within Medway, including education, health, police, housing, social workers, residential workers and other specialist agencies ensuring positive outcomes for children and young people.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

Accountabilities to Children and Young People

The children and young people of Medway have said the following qualities are really important to them:

- Be a good listener.
- Be non-judgemental.

- Be consistent and stable.
- Be contactable.
- Understand me.
- Be honest.
- Be focused.
- Be realistic.
- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

Organisation:

This role reports to the Registered Manager - Parklands

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

Working Style:

FIXED - The post holder will be permanently based at Parklands and Eden House, although they may be expected to work at any location across Medway.

Person specification

All criteria at level A are considered essential unless stated otherwise.

Qualifications

Level A

- Hold a degree in learning disability nursing approved by the Nursing and Midwifery council.
- Hold a current Nursing and Midwifery Council registration
- Safeguarding Level 1
- Safeguarding Children with Disabilities
- Be trained in Paediatric Moving and Handling of Children
- Training in Gastronomy Care, Feeding and Management
- Paediatric First Aid training
- Medication Administration

Level B (in addition)

- Relevant Clinical background and relevant qualification around Behaviour/Continence/Sleep
- Safeguarding Level 2
- Emergency Rescue Epilepsy training
- Paraldehyde Rescue Medication and Anaphylaxis and Auto-Injector training

Level C (in addition)

- Assessor of Competency: administration of medication
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Knowledge

Level A

- Comprehensive knowledge and understanding of legislation, policy and practice developments relevant to children, young people and their families
- Comprehensive knowledge of safeguarding policies and procedures and their application
- Comprehensive knowledge and understanding of equality and diversity principles and relevant legislation and obligations
- Comprehensive knowledge in recognising and evaluating risk to children, young people and assessing measures to reduce that risk
- Good knowledge of current good practice relating to child or young person with a learning disability
- In depth knowledge of child development
- Knowledge of Children's home regulations, Children's Act, Safeguarding, Working Together Policy.
- Good knowledge of how to use specialist equipment
- Good knowledge of management of medication, completion of MAR Charts
- Ability to support drafting and reviewing the rota, based on the children's needs

Level B (in addition)

- Developed knowledge and understanding of legislation around SEND
- Applied understanding of Child Protection, child in need and child in care legislation
- Experience of completing Medication Audits regularly.

Level C (in addition)

- Extensive and demonstrable knowledge required to recognise and evaluate risk to children, young people and their families and assess measures to reduce that risk

- Detailed understanding of relevant legislative and policy frameworks which impact on the team and service
 - Applied knowledge and understanding of safeguarding procedures for children and young people with disabilities and/or complex health needs
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Experience

Level A

- Experience of working with children and young people with learning disabilities and/or complex health needs
- Experience of developing supportive relationships using a strength- based approach
- Comprehensive experience of using digital case management systems
- Previous experience of community-based experience
- Extensive experience of working effectively in partnership with statutory agencies
- Experience of undertaking direct work with children and families
- Experience of managing own caseload and working independently

Level B (in addition)

- A minimum of 5 years working with vulnerable children, young people and families in the public, private or voluntary sector
- Previous experience of supporting children and young people with behaviour/sleep/continence difficulties
- Previous experience of teaching colleagues about how to support children and young people
- Extensive experience in the application of 'Signs of Safety' and coaching others in the use and understanding
- Demonstrable experience of supporting others to work well under pressure and difficult situations
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Level C (in addition)

- Experience of producing reports of a high quality which consider the effectiveness of the service being provided
 - Experience of undertaking case audits and using other performance management tools to ensure staff performance remains of a consistently high standard
 - Experienced and skilled in using Quality Assurance systems and digital case management systems
 - Experience of coaching or mentoring staff who work within children's services
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Skills

Level A

- Proficient in the use of Microsoft Word, Excel and Outlook
- Full driving valid for use in the UK
- Ability to manage complex or conflicting priorities in a pressured environment
- Ability to build rapport and relationships with children, young people, and their families
- Highly developed communication, interpersonal, and negotiation skills
- Ability to work effectively as part of a team, to demonstrate a flexible approach to work to meet demands of the service
- Can work in partnership with specialist services such as health colleagues.
- Communication skills, engagement skills, providing professional guidance.

- Caring skills, high levels of sensory awareness, skills for using specialist equipment available within the homes as well as the ones that are used by the children and young people within the home.
- Comprehensive skills in analysing and assessing children needs, care plans and ability to resolve complex problems
- Ability to manage children's medication, completing MAR charts, administering medication and completing medication audits regularly
- Ability to deal with difficult/sensitive situations and appropriately handle confidential and sensitive information
- An awareness of, and sensitivity to, the needs of vulnerable children and young people
- Ability to be non-judgemental

Level B (in addition)

- Ability to effectively contribute to children's care plans, objectives and targets
- Ability to work independently within defined procedures, and can work outside of procedures, making decisions without referring to a supervisor/line manager, where necessary
- Excellent oral and written communication skills (mosaic reports/oversight, document contribution)
- Ability to prioritise tasks and plan own diary

Level C (in addition)

- Excellent organisational skills, delegation and communication skills
- Able to identify and act on own development needs
- Can contribute to guidance and policy documentation related to Parklands and Eden