

Job Description

Post: Staff Nurse

(This role requires an enhanced DBS disclosure with barred list checks)

The purpose of this role is to:

Provide specialist nursing, modelling excellent support and care, so that the people your team supports experience excellent outcomes.

Ensure that people receive health care and treatment consistent with their Health Action plan and Care Plans, to contribute to care coordinating.

Job type and hours:

Who you will be working for: This job involves providing specialist nursing and demonstrating excellent role modelling through the delivery of direct support to people with learning disabilities.

Where you will be working: You will be supporting people in nursing homes.

When you will work: This role expects a high degree of flexibility, autonomy, initiative and responsibility from the post-holder. It will involve working during unsocial hours, to include evenings, weekends and in some cases overnight (either as a waking night or sleep-in shift).

Job role:

The role of the staff nurse involves day to day organisation of the work of the support team so that people receive the right amount of support at the right time at the agreed level.

The staff nurse and the support team will ensure that each individual is enabled to lead a life that is centred around enjoying **freedom**, taking as much control in their life as possible, and to exercise their rights, responsibilities and obligations as citizens.

These are the key things you will need to do to provide excellent clinical nursing support and leadership:

- If you are a newly qualified nurse, you will need to engage in and complete a preceptorship programme, which is offered by the Trust.
- You will carry out nursing procedures in line with local or district guidelines.
- You will ensure you keep up-to-date with current best practice guidelines.
- You will ensure your NMC registration is maintained and adhere to the NMC Code of Conduct

- You will take responsibility for your own professional growth, maintain your CPD and revalidation requirements and pursue qualifications relevant to your role.
- You will use a reflective approach to ensure continual learning and an evidence-based approach to your practice.
- You will seek real community connections and reduce the need for paid support.
- You will work as part of a nursing team to ensure that the best outcomes are achieved for the people supported.
- You will communicate effectively with other members of the team, families and stakeholders, where appropriate, to ensure continuity of care.
- Through positive role modelling, you will encourage and support the team to behave and communicate in a manner that aligns with Brandon's core values and purpose.
- You will ensure that your manager receives such information concerning the welfare of people supported and the performance of employees that they require in order to fulfil their responsibilities.

These are the key things you will need to do to ensure you provide excellent support and role modelling:

- All of your actions will demonstrate respect for the rights of people you support, and for their decisions and choices. You will promote people's individuality and, where necessary, advocate on their behalf.
- You will support people to achieve their personal outcomes in relation to managing their daily life. This could include support to manage money, use transport, keep their home clean, prepare meals, use community leisure facilities, visit family and friends, and attend school, college or work.
- Some of your time may involve providing physical care, assistance or prompting in accordance with the individual's care plan, respecting their dignity and preferences. This could include supporting people to wash, dress, take medication or manage their continence.
- It is important that you take steps to find out about each person's preferred method of communication, demonstrating active listening and always encouraging their communication, for example through words, pictures, signing or behaviour.
- You will assist people to access mainstream and specialist services and agencies that promote their health and wellbeing.
- Where people do not have capacity to make some decisions in their life (and specifically when working with children/young people up to the age of 16), you will offer support, guidance and advice that is in their best interest.
- Through acting as a bridge-builder you will help individuals connect with others with whom they have shared interests. You will encourage each person to be included in and contribute to their local community, exercising their rights and obligations as a citizen, for example through local activities and events, paid work and volunteering. You will also engage volunteers and other non-paid people in increasing the individual's networks.
- You will encourage people to value work, supporting them to find and maintain employment, where appropriate.

- Through person-centre planning you will coach people to express their aspirations, develop new skills and to recognise and use their talents.
- You will encourage and support people to be adventurous, to overcome disabling barriers, take risks and to try new things in a safe and supportive manner.
- You will support people to maintain important relationships and to grow their social networks, acting as an advocate or mediator where necessary.
- This list is not exhaustive and may vary between different people and types of support service.

These are the things we expect from you:

We expect you to act in a professional, co-operative and solution-focused manner at all times, demonstrating accountability for your actions whilst creating an environment that is vibrant and creative rather than restrictive and controlling. As a Staff Nurse you will:

- Work in a way that promotes trust and builds rapport with each individual, their family and significant others, particularly when supporting children and young people.
- Keep good records, communicating effectively and sharing information as appropriate whilst maintaining confidentiality and data protection requirements in line with Brandon policies.
- Understand and comply with the standards that you are required to work to, and endeavour to exceed them.
- Be an effective team member, demonstrating flexibility and resourcefulness, and co-operate with colleagues and other people in the best interest of people you support.
- Demonstrate through your actions that you understand and work within the values of Brandon Trust, to include respecting diversity and actively challenging discrimination.
- Comply with all aspects of statutory and local regulations in respect of CQC, Health, Safety and Environment.
- Dress and behave appropriately for the role you are undertaking.
- The ability to drive and willingness to use your own transport on Brandon business is desirable and may be essential for some services. Please refer to the service specific skills profile. You will be paid a mileage rate for journeys undertaken.

As a good employer, Brandon Trust will:

- Ensure we have carried out an enhanced DBS disclosure with the appropriate barred check lists on your behalf.
- Provide supervision, appraisal, team meetings, training and access to career development opportunities.
- Seek to strengthen your skills and encourage self-development through creating a strong coaching and learning environment.
- Aim to provide good, timely information about Brandon Trust's activities and performance, and actively seek your ideas and feedback.

Brandon Values and Behaviours

Brandon's values and behaviours underpin all our activities. All employees are expected to demonstrate and promote these values and behaviours in their work.

Safeguarding:

All employees have a duty to take appropriate and immediate action to:

- ensure people with learning disabilities are safeguarded from abuse and to report any instances of alleged abuse which you witness or become aware of.

Confidentiality and Data Protection:

All staff are required to comply with our policies regarding confidentiality and data protection.

Diversity:

Brandon Trust is committed to its diversity policy and practices, and it is essential that the post holder is willing to make a positive contribution to their promotion and implementation.

Health and Safety:

The Health and Safety at Work Act 1974 placed a legal duty on employees to:

- Take reasonable care of themselves and others who may be affected by their acts or omissions.
- To co-operate with their employer.

The Management of Health and Safety Regulations 1999 increased these duties to include:

- To use equipment and materials in accordance with instruction and training provided by the employer.
- To report serious dangers or potential risks observed to the employer.

Failure to do these four things is an offence in law for which individuals can be fined and, may lead to disciplinary action within the Trust.

The Management of Health and Safety Regulations also require employees to be 'competent' when carrying out the tasks required by the employer. If you do not feel competent to carry out any task required of you, please discuss this with your line manager, the Learning and Development Manager or the Health and Safety Manager.

General


This job description is not an exhaustive list of duties, but is intended to give a general indication of the range of work undertaken. It will vary from time to time in the light of changing demands and priorities of the Brandon Trust. Major changes in the range of work undertaken will only be carried out after consultation with the job holder.

Our values and behaviours

Equip me

I have what I need to succeed

- be prepared
- provide access
- be consistent

An illustration of a person with blonde hair holding a key. The person is wearing a green shirt and a blue jacket. The background is a light blue circle.

Involve me

Nothing about me without me

- make time
- be collaborative
- provide choice

An illustration of two people shaking hands. One person has red hair and is wearing a pink shirt, the other has black hair and is wearing an orange shirt. The background is a light blue circle.

Support me

I learn and grow

- build confidence
- advocate for others
- foster community

An illustration of two people looking at a laptop. One person has black hair and is wearing a purple shirt, the other has blonde hair and glasses and is wearing a blue shirt. The background is a light blue circle.

Recognise me

Everyone is valued

- listen
- make things clear
- be responsive

An illustration of a person holding a trophy. The person has brown hair and is wearing a green shirt. The background is a light blue circle.

Challenge me

I find a way

- take positive risk
- be adaptable
- be accountable

YOU'VE GOT THIS!

An illustration of a person giving a thumbs up. The person has black hair and is wearing a pink shirt. A speech bubble next to them says "YOU'VE GOT THIS!". The background is a light blue circle.

PERSON SPECIFICATION

Staff Nurse

ESSENTIAL	DESIRABLE
Qualifications	
<p>Relevant nursing qualification with current NMC registration RNL, RMN, RGN</p> <p>Maths and English Level 2 (GCSE or 'O' level grade A-C or CSE grade 1) Demonstrated by providing certificates confirming qualifications at this level or above OR through a practical assessment at interview.</p>	<p>Full driving licence.</p>
Experience	
<p>Demonstrable experience of working with individuals with learning disabilities</p>	
Skills / Personal Attributes	
<ul style="list-style-type: none"> • Clinical expertise or willing to learn and undertake relevant clinical skills (appropriate to the service) • Innovative problem solver • Communication skills • Confident with IT systems such as Word and Excel • Flexible attitude • Ability to work flexibly • Able to work independently and as part of a team • Open to challenge • Willing to try new activities • Encouraging • Resilient • Confident • Adaptable • Self-aware • Considerate • Calm under pressure • Demonstrate Brandon values and behaviours • A positive approach towards working with people with learning disabilities 	<p>The ability to drive and willingness to use your own transport on Brandon business is desirable, and may be essential for some services. You will be paid a mileage rate for business journeys undertaken.</p>