

JOB DESCRIPTION

Post: Clinical Practitioner

Responsible To: Director of Safeguarding and Student Experience

Summary of Post:

To be responsible for providing training and checking competency for staff who are supporting students with complex health care needs.

To provide clinically safe, effective evidence-based assessment and interventions for students whose needs can be safely delegated to support staff

To be responsible for working collaboratively with NHS colleagues, parents and college staff to ensure that healthcare is coordinated, efficient and safe, advising on best practice to safeguard students.

The post is based at Canterbury College with occasional travel to Broadstairs and Folkestone Colleges.

Specific Duties:

1. To meet with students to identify health needs prior to their start at college. Identify if their care needs can be met by college staff and refer others for Continuing Health Care support.
2. To undertake health care assessments of students, where required, prior to the students start at college or if their condition changes.
3. To undertake an annual review of student's health needs and reassess needs in the event of changes to ensure that students health care plan is up to date.
4. To plan and deliver a training programme for staff with competency-based assessment.
5. To maintain records of staff training and competency using college systems.

6. To work as a team with Inclusive Learning staff and report concerns to the Head/Deputy of Inclusive Learning.
7. To work in partnership with other providers to enable staff to meet the complex health needs of students and their families to achieve their health outcomes.
8. To work with students and families to identify stressors within the family that have the potential to create difficulties, and where appropriate identify which outside agency is suitable to provide support such as, but not exclusive, Pharmacy, Occupational, Speech and Language and Physio Therapists.
9. To write the health care plan, share with staff and provide guidance on all health care related processes.
10. To write health care students report and attend EHCP Annual Review.
11. To oversee administration of medication, advising on correct procedures, application, and organisation.

General Duties and Responsibilities:

1. To participate in the staff support & development scheme and to undertake training based on individual and service needs, ensuring that clinical skills practice is updated and registration maintained.
2. To take a lead in creating or to promote a positive, inclusive ethos that challenges discrimination and promotes equality and diversity.
3. To comply with legislative requirements and College policies and guidelines in respect to health & safety and data protection.
4. To demonstrate positive personal and professional behaviour as specified in the Staff Code of Conduct.
5. To undertake continuing professional development to support our culture of continuous improvement.
6. To partake in quality assurance systems.
7. To meet minimum relevant occupational standards.
8. To keep up to date with the skills required to fulfil the role.
9. To undertake any other duties commensurate with grade as may be requested.
10. You will be responsible for protecting staff and students from all preventable harm as per Safeguarding procedures.

Please note:

This job description is a guide to the work you will initially be required to undertake. It summarises the main aspects of the job but does not cover all the duties that the job holder may have to perform. It may be changed from time to time to meet changing circumstances.

It does not form part of your contract of employment and as your experience grows, you will be expected to broaden your tasks, suggest improvements, solve problems, and enhance the effectiveness of the role.

	PERSON SPECIFICATION	Application	Interview	Shortlisting Weighting
Skills				
1	Demonstrate a professional approach to work and act in accordance with the N.M.C. code of conduct 2018 at all times.	✓	✓	6
2	Respect privacy and confidentiality in accordance with the N.M.C Code 2018 - sharing information only when the interests of students' safety and public protection override the need for confidentiality	✓	✓	4
3	Ability to communicate effectively both written and verbally	✓	✓	4
4	Ability to work well within a team with minimum supervision	✓	✓	4
5	Actively contribute to the College's Safeguarding and PREVENT practice, procedures, culture, and ethos	✓	✓	6
Experience				
1	Experience of working with young people with complex health needs and learning difficulties	✓	✓	4
2	Approachable and flexible		✓	4
3	Experience of training staff and checking staff competency in a range of medical conditions	✓	✓	4
4	Maintain own professional development and mandatory training identifying learning needs in relation to specialist area of practice.	✓	✓	6
5	Ability to offer safeguarding advice and support to staff within own sphere of competence. This will include the ability to empower and challenge constructively.	✓	✓	6
6	Experience of providing clinical advice and support in an educational setting	✓	✓	4
Education				
1	Maths Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		4
2	English Level 2 (e.g. equivalent to GCSE grade C / 4 or above)	✓		4
3	RGN/ paramedic science / auxiliary nurse qualification	✓		6

4	RGN/ paramedic / auxiliary nurse certified or willingness to re-certify	✓	✓	4
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Advice to candidates

This post is subject to an enhanced disclosure from the Disclosure and Barring Service.

In completing your application, please draw attention to the extent to which you meet each of the criteria in the person specification marked as being assessed at application stage. Please use examples of where you have demonstrated the criteria with as much detail as possible to assist in the shortlisting process.

The shortlisting weighting indicates which criteria are the most important to the recruiting manager:

- 6** Minimum/critical - criteria which is essential for the role i.e. it would be extremely difficult for the person to carry out the role without already having these essential skills, experiences, or qualifications.
- 4** Important - criteria that would be significant to the candidate being successful in the role. These may be skills, experiences or qualifications that have substantial meaning for the role but could be supported or taught on the job.
- 2** Other relevant -. It would be great if the candidate had but is not expected to be shortlisted.

Failure to meet all the minimum/critical criteria would not necessarily preclude your application. Consideration will be given to experience and life skills. Continual Professional Development will be supported and encouraged.

Please be aware should we have a large number of applications for any of our roles we may complete the shortlisting of candidates based on the minimum/critical criteria only.