

Job Description and Person Specification

Health Advisor for SEND within SHAS team

Band 6

About Sirona

Sirona care & health is a Community Interest Company committed to providing local communities with a range of high quality specialist health and social care. For us, it's about the personal approach; we take pride in what we do and deliver the high standard of care that we'd expect for ourselves and our families.

The Specialist Health Advisor (SHAS) for Special Educational Needs and/or Disability (SEND) team support the Bristol, North Somerset and South Gloucestershire (BNSSG) Integrated Care Board (ICB) and Designated Clinical Officer (DCO) for SEND to ensure that they fully discharge all of their statutory duties for children and young people (CYP) with SEND aged 0-25, as specified in the Children and Families Act 2014 (Part 3) and SEND Code of Practice / Regulations (2014).

The SHAS services covers Bristol, North Somerset and South Gloucestershire.

Job Purpose

The post holder will work within a multi-disciplinary team responsible primarily for providing a health contribution for children and young people with Special Educational Needs and / or Disability (SEND) as part of their Education, Health and Care (EHC) needs assessment.

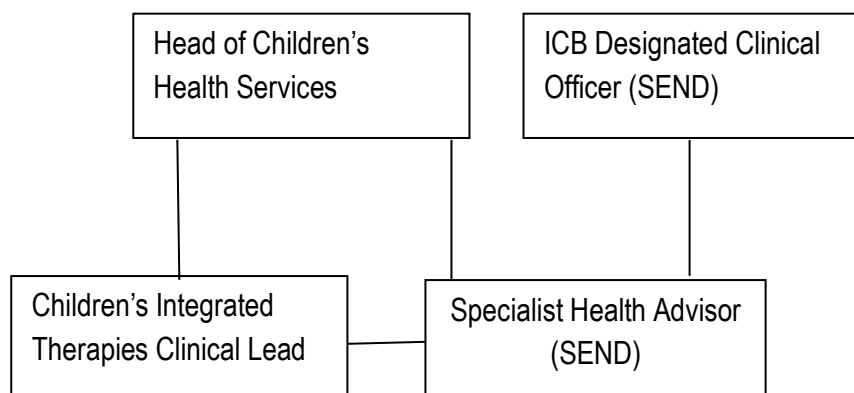
- To offer clinical expertise within your clinical background area.
- To manage and carry own EHCNA health assessment case load.
- To be part of an integrated multi-disciplinary team (MDT), which may include Paediatrician's, Orthotists, Nurses, Occupational Therapists, Speech and Language Therapists, and Physiotherapists, CAMHS Practitioner.
- To have knowledge of and be able to signpost to suitable resources and services across local authority areas which will support parent, carers, children and young people in relation to SEND.
- The post-holder will shadow band 7 colleagues in quality assurance panels where health contributions from each LA area are scrutinised, and contribute with cascading any learning back to the organisation and individual teams involved whilst continuing to champion best practice.
- This role is across BNSSG and the post-holder will be required to maintain accurate records and report on data which will be reported to the ICB at the regular contract performance meetings and which will inform commissioning decisions for the population of BNSSG.

Key Responsibilities

- To work as an autonomous practitioner, to provide high quality, evidenced- based assessments relevant to children's' therapy and practice, to children and young people, often with Complex Needs
- To use clinical reasoning skills to assess, plan, implement and evaluate child-centred intervention, using an evidence-based practice approach
- To provide an in depth analysis of the assessment and facts in order to compare a range of options for appropriate specialist intervention and programmes and to contribute to a differential diagnosis when necessary
- To demonstrate clinical effectiveness by use of evidence based practices, clear care plans and outcomes measure
- To provide education to service users about their condition and the role of therapy services in conjunction with other service professionals
- To identify service user's needs and involve the young person and family in all treatment goal setting. To be mindful of the implication of recommendations for the service users (families or carers)
- To provide specialist advice, teaching, training or demonstration related to clinical expertise to relevant carers and colleagues to ensure the advice given is fully integrated into a daily routine
- Working as an autonomous practitioner providing assessment and interventions in a child's home, school or other community environment as appropriate to clinical need and in line with Sirona's Lone working policy
- To organise own workload and caseload effectively, following current criteria for prioritisation
- To manage clinical risk within own caseload
- To communicate professionally with key professionals both within and outside of this organisation. This may include communicating sometimes difficult, complex or distressing information and overcoming barriers in order to communicate effectively
- To seek advice and support from more senior colleagues when necessary
- Maintain regular, clear and accurate records and reports to comply with Sirona Care and Health and professional standards for documentation
- To contribute to the needs assessment of children as part of the SEND process in line with the local guidelines and the Code of Practice
- To contribute to Multi-Disciplinary Team meetings as required by discussing the client's needs to ensure a coordinated care package
- To behave in a way that promotes equality, dignity and privacy
- To continuously update clinical skills and apply learning to evidence-based practice
- To imbed participation principles into clinical practice
- To be innovative and creative in managing demand and capacity
- To be able to contribute and work as part of a Multi-Disciplinary Team; to work collaboratively with members of the therapy team to contribute to projects on service development, audit etc.
- To attend and contribute at relevant departmental and service meetings in order to share clinical knowledge
- To contribute to specific team activities in order to promote service development; this could include teaching to external agencies
- To reflect on practice with peers
- To be a clinical resource to other therapists within the team
- To supervise staff

- To facilitate student clinical placements, taking a lead role where necessary
- To provide training to internal and external groups to support others in their work with children and young people
- To take responsibility to attend and engage with regular training and peer supervision
- To participate in the annual performance development review
- To attend, contribute and record learning from CPD events
- To regularly contribute to research and audit in the specialist field of paediatrics
- Be flexible and respond to challenging situations in a positive manner and seek advice from colleagues when necessary
- Be able to manage the need for manual handling or physical effort, dealing with bodily fluids and managing challenging behaviour from service users.
- To have awareness of and comply with appropriate health and safety policies and safeguarding issues and policies.
- Ensure the safe carriage and storage of records and equipment, working within manual handling guidelines

Team Structure Diagram



Skills, Experience and Knowledge Required

Essential:

- Post-qualification experience of working with children with needs across a range of core areas relevant to the post e.g. neurology, learning disabilities, outpatients, community, complex needs, Autism, Trauma and Orthopaedics
- Evidence of ongoing continued professional development in areas applicable to the post
- Experience of working as an autonomous practitioner e.g., caseload management, prioritising cases, effective organisation and time management skills
- Experience of working as part of a Multi-Disciplinary Team (MDT)

- To be able to select and carry out appropriate assessment combined with appropriate discussions / liaison and record searching to identify SEND needs
- To be able to assess and provide intervention for more complex cases in area of speciality, with clinical support from more senior clinicians
- To be able to select, set and evaluate appropriate, individualised and relevant therapy goals / treatment plans / outcome measures alongside the patient and parent / carer
- Ability to signpost to other appropriate professionals and services
- Effective and clear written and verbal communication skills, even when there may be communication barriers. For example: presenting and receiving information, to / from MDT staff, other agencies, education staff, families and / or service users, writing reports and treatment plans, writing EHCP contributions (with manager support), sharing sensitive diagnostic and prognostic information with families, demonstrating interventions.
- Experience of supervising less experienced members of staff
- Awareness of professional limits and remit and able to seek advice and clinical supervision from senior members of staff as appropriate.
- Ability to act on constructive comment
- Experience of carrying out moderate to intense physical efforts throughout the working day and carrying out concurrent activities (PT/OT)
- Experience in understanding clinical governance, audit, research and quality issues and their implications for services
- Ability to travel and be able to transport necessary equipment for community visits
- An awareness and appreciation of a range of cultures and ethnicities and how these may affect service delivery
- Knowledge and understanding of the key issues affecting outcomes for children, young people and families, particularly children and young people with SEND.
- Knowledge and understanding of the Children and Families Act (2014), Care Act (2015), SEND Code of Practice 0-25 (2014) and awareness of the statutory responsibilities that this legislation imposes on the CCG and LA.

Desirable:

- Experience of working in an emotionally stressful environment with patients with life limiting or progressive conditions
- Experience of providing specialist support to children with complex motor and / or communication needs
- Knowledge / experience of the use of specialist paediatric equipment and manual handling guidelines
- Evidence of attendance or additional training in area of specialism
- Willingness to undertake additional study and qualifications relevant to the post
- Experience delegating appropriately to support staff
- Experience of developing and delivering training to other members of staff / parents / carers / other professionals
- Application of health, safety and risk management policies

Qualifications and Training Required

Essential:

- Registered Speech and Language Therapist, Occupational Therapist, Physiotherapist, Nurse or Clinical Psychologist
- Educated to Degree level or equivalent experience demonstrated through clinical practice
- Willingness to undertake further training and development as deemed appropriate for the role

Desirable:

- SEND Training

Required Membership and/or Registrations relevant to post:

- Registration with the Health Care Professions Council or other as applicable

Additional Information

The essence of Sirona is about 'Taking it Personally' and we work hard to ensure that everyone who comes into contact with us feels welcomed, supported, safe and valued; these are the experiences we want everyone to have throughout their employment with us.

Every contact we have with individuals makes a difference and our aim is to make that difference a positive one.

Sirona Values

- We provide care to the standard we expect for ourselves and our families
- We offer a high quality environment where the individual feels in control of the care and the support they receive
- We offer a working environment where high quality care and compassion are respected and rewarded
- Our staff focus on the goals of the individual taking into account their inter-related physical, mental and social care needs
- Every member of staff takes personally their responsibility to improve the health and wellbeing of those to whom we provide support

- We nurture a just culture where all staff are supported to deliver to the highest standard and are fairly held to account when they fail to do so

Taking it Personally

Taking it Personally sets out standards of behaviour that have been developed by staff for staff and support Sirona's values. We expect all staff to adhere to the Taking it Personally behaviours to ensure the Sirona values are upheld at all times.

Taking it Personally underpins Sirona's vision to achieve our aim to make a difference by providing health and social care services ensuring that we

- Focus on individuals, families and communities
- Promote the prevention of poor health and wellbeing and intervene only to support recovery
- Add value to our local communities above what we are contracted to do
- Work with others to ensure joined up services
- Remove unhelpful boundaries between services and professionals
- Continually learn and grow as a Company.

We will ensure that everyone who comes into contact with Sirona feels welcomed, supported, safe and valued in line with our commitment to Taking It Personally.

Making Every Contact Count (MECC)

Staff across Health and Social care has many contacts every day with individuals and are ideally placed to promote and engage in conversations about their health and lifestyle. As part of MECC staff are required to support and encourage individuals to make positive changes to their physical and mental health and wellbeing, including directing them to local services that can support them in making positive changes. MECC focuses on the lifestyle issues that, when addressed, can make the greatest improvement to an individual's health:

- Stop smoking
- Alcohol intake and staying within the recommended limits
- Healthy eating
- Physical activity
- Keeping a healthy weight
- Improving health and wellbeing

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk and expect all staff to share this commitment and promote safeguarding by implementing policies and procedures, acting promptly on concerns, and sharing information appropriately. We are committed to safe recruitment practice and all appointments are subject to satisfactory clearance appropriate to the post.

Infection Prevention and Control

Infection Prevention and Control is everybody's responsibility.

Compliance with all infection control policies, procedures and guidelines will form an integral part of practice for all staff.

All staff will be responsible for familiarising themselves with the Infection control policies and guidelines on the Intranet site.

Staff must keep up to date with new policies and guidelines and the subsequent implementation in practice.

Staff must seek support and advice from the Infection Prevention and Control Team in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance in the policies is not applicable.