

**SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST**

**PERSON SPECIFICATION – SAFEGUARDING NURSE SPECIALIST (Community Services)**

Assessment Criteria	Essential	Desirable	How assessed
<b>Qualifications / Training</b>	<ul style="list-style-type: none"> <li>○ Registered Nurse with SCPHN qualification: School Nursing/ Health Visiting or equivalent</li> <li>○ 1st Level degree</li> <li>○ Ongoing professional development – includes safeguarding</li> <li>○ Teaching and Mentoring qualification</li> <li>○ Safeguarding supervision qualification, or equivalent</li> <li>○ Leadership and management training or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>○ Master's degree - includes safeguarding or working towards</li> <li>○ Post graduate safeguarding training</li> <li>○ Community Specialist practitioner</li> <li>○ Training Delivery Qualification</li> </ul>	AF/Int
<b>Experience</b>	<ul style="list-style-type: none"> <li>○ Significant post registration experience as a Specialist Community Public Health Nurse or equivalent and substantial recent experience in safeguarding children and adults.</li> <li>○ Experience safeguarding supervision delivery or willingness to develop knowledge and skills required to deliver effective restorative safeguarding supervision</li> <li>○ Experience of effective caseload management including complex and challenging cases; coordinating care as a Lead Professional, maintaining a focus on the child/family</li> <li>○ Knowledge of relevant statutory and voluntary services.</li> <li>○ Experience of effective multi-disciplinary and multi-agency working</li> <li>○ Able to work successfully in an environment characterised by change and effective change management.</li> <li>○ Setting and auditing clinical standards</li> <li>○ Utilisation of research in practice</li> <li>○ Evidence of proven leadership qualities and skills</li> </ul>	<ul style="list-style-type: none"> <li>○ Experience of Leading a Team</li> <li>○ Experience/involvement in undertaking safeguarding reviews</li> <li>○ Experience of implementing new ways of working and/or taking a lead in practice development/innovation.</li> <li>○ Experience of teaching, mentoring and facilitating professional development of staff.</li> <li>○ Project management experience</li> <li>○ Experience in developing and implementing policies and procedures</li> <li>○ Experience of undertaking risk assessments and managing risks</li> <li>○ Experience in developing, delivery and evaluating training</li> </ul>	AF/Int/Pr
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>○ Knowledge of statutory guidance and legislation regarding protection of children and adults;</li> <li>○ Awareness of the complex issues involved when working across</li> </ul>	<ul style="list-style-type: none"> <li>○ Experience /knowledge of Government initiatives in respect of</li> </ul>	AF/Int/Pr

	<p>organisations and disciplines</p> <ul style="list-style-type: none"> <li>○ Knowledge and understanding of the principles and benefits of reflection in safeguarding practice and restorative safeguarding supervision.</li> <li>○ Understanding of clinical governance and its implication for Quality, patient and staff safety.</li> <li>○ Understanding of professional and personal accountability and responsibilities in line with the NMC Code for Nurses and Midwives and Scope of Professional Practice.</li> <li>○ Understanding of the NMC record keeping processes and requirement.</li> <li>○ Understanding the importance of a customer focused service, equal opportunities, privacy dignity and diversity.</li> </ul>	<p>children with disabilities and looked after children</p> <ul style="list-style-type: none"> <li>○ Participation/involvement in safeguarding reviews and learning lessons to improve practice</li> <li>○ Awareness of the current Government drivers shaping children's services: children who need protection and Looked After Children</li> <li>○ Ability to work with others to influence and sustain best safeguarding practice and continuous improvement.</li> </ul>	
<p><b>Skills</b></p>	<ul style="list-style-type: none"> <li>○ Willingness to learn new skills and adapt positively to change in working practices and patterns.</li> <li>○ Ability to express self articulately -verbal and written; demonstrate knowledge and application of current evidence based practice;</li> <li>○ Demonstrate excellent inter-personal skills, ability to build rapport, establish and maintain good relationships and to keep calm when faced with pressure and conflict</li> <li>○ Ability to work effectively in partnership within and outside the Trust.</li> <li>○ Ability to work under pressure, manage workload effectively and meet deadlines.</li> <li>○ Ability to work independently and as part of a team, demonstrating an ability to make decisions and to be accountable for this.</li> <li>○ Problem solving and change management skills</li> <li>○ Ability to demonstrate sound clinical judgement and decision making, supported by theoretical knowledge</li> <li>○ IT literate to a good standard and willingness to develop IT skills to review records for audits/ reviews, data analysis and appraisal.</li> </ul>	<ul style="list-style-type: none"> <li>○ Able to deliver effective presentations.</li> <li>○ Committed to shaping and delivering organisation goals.</li> </ul>	<p>AF/Int/Pr/ Ref</p>

<b>Attributes</b>	<ul style="list-style-type: none"> <li>○ Excellent leadership, inter-personal and communication skills</li> <li>○ Ability to motivate colleagues and peers, leading through example</li> <li>○ Able to demonstrate high level of personal/professional autonomy and accountability</li> <li>○ Ability to manage conflict appropriately</li> <li>○ Ability to reflect and to be flexible</li> <li>○ Recognition of own strengths and development needs; able to identify own training needs and that of others.</li> <li>○ Maintains up to date practice knowledge and skills.</li> <li>○ Able to use initiative, be creative and innovative</li> <li>○ Commitment to quality; safety; and learning lessons to improve practice</li> </ul>		AF/Int//Ref/Pr
<b>Demonstrates Trust Values</b>	Compassion, Accountability, Respect and Excellence.		In/Ref
<b>Other</b>	The duties of this post require travelling across the city, the post holder must be a car driver/owner for work purposes and have a full driving license or be independently mobile		AF/Int

**Key for How Assessed: AF = Application form, In = Interview, P = Presentation, T = Test, REF= Reference**