

Introduction to Kent Prisons



Dear candidate,

Thank you for taking an interest in our Learning and Disability Nurse- RMN/RMNLD.

We hope that you find this overview useful and look forward to receiving your application.

Our Kent Prisons healthcare services are underpinned using our 'health and wellbeing' model. It has evolved over the past 5 years, where it was originally implemented at the Greenwich cluster. HMP Belmarsh in 2017 which was a first for NHSE (London Region) and a model which other services built on, for us followed by HMP Isis 2018 and HMP Wandsworth 2019.

There are core principles, however, how these are achieved are bespoke to the local healthcare and prison team during the model implementation:

- Patient focused with health promotion at the heart of our care
- Designing services which meet the unique needs of the prison
- The right staff, right place, right time ensuring experienced professionals are on hand to lead and support patients when needed
- A no exclusions model that ensures everyone with mental health needs is managed within the step care model
- Being highly supportive of clinical and prison staff with training, support enabling the team to work smarter and as part of an effective multi-disciplinary team

For the patient, they will experience a different type of care tailored to their needs:

- Every patient receives a comprehensive person-centred assessment within 48 hours of arrival. This includes greater use of Cognitive Behavioural Therapy empowering the patient to self-care.
- For patients with complex needs, their care is coordinated by a named coordinator who ensures a care plan is developed in conjunction with the multi-disciplinary team.

Our healthcare departments operate across six prisons each of which require a bespoke service responding to the prisoner and prison needs:

Prison	Location	Category	Population	Healthcare
HMP Elmley	Isle of Sheppey	'B' Remand	1,200 (male)	24/7
HMP Swaleside		'B' High Security	1,200 (male)	Inc. Inpatient Unit
HMP Standford Hill		'D' Open	500 (male)	Standard
HMP Rochester	Rochester	'C'	650 (male)	24/7
HMP Maidstone	Maidstone	'C'	500 (male)	24/7
HMP E Sutton Park		'D' Open	100 (female)	Standard

The six prisons are located across three estates, Isle of Sheppey, Rochester and Maidstone, with the Isle of Sheppey prisons being with a few minutes' walk from each other and East Sutton Park approximately 7 miles from Maidstone.

**OXLEAS NHS FOUNDATION TRUST
JOB DESCRIPTION**

JOB TITLE:	Learning and Disability Nurse- RMN/RMNLD
BAND:	Band 6
DIRECTORATE:	Forensic and Prison Services
HOURS OF WORK:	37.5 hours
RESPONSIBLE TO:	Mental Health Managers
ACCOUNTABLE TO:	Head of Healthcare
LIAISES WITH:	Kent Prison Managers, Integrated Primary Healthcare Services & Clinical Lead, Multi-professional teams, Commissioners, third-sector service providers, acute trusts and community services, multi-agency protection panels, Probation Service, Court Services, HMPS, offender management.
LOCATION:	Kent Prisons –HMP Stanford Hill.

Overview of the Post

Provide visible, high calibre nursing care and support to the Kent prisons healthcare teams within a multi-disciplinary framework for adults with learning disabilities and/or additional complex needs and/or learning difficulties.

The post holder will join an established nursing team and contribute to the development of good clinical practice promoting the clinical and professional development of staff to ensure they provide holistic and evidence-based care. The post holder will also provide deputy management duties within this unit and participate in the overall development of the Service.

Key Principles of health and wellbeing model for Prison Service:

Patient focused with health promotion at the heart of our care

Putting the right staff in the right place at the right time – specialist posts to ensure that experience is on hand to lead and support patients e.g., leads in learning disability, long term conditions, older adults, complex case practitioners and discharge coordinators.

Designing and delivering healthcare for the unique needs of each prison.

Being highly supportive of clinical and prison staff with training and support enabling the team to work smarter and as part of an effective Multi Professional Team.

Key Task and Responsibilities

Participate in the assessment and preparation of service users for the first intake and support other nurses to undertake this task.

Promote and develop communication systems which enable staff to work in a person centred way with service users.

Ensure the provision of contemporary evidence based challenging behaviour services
Actively participate in the adoption of a person-centred holistic approach to service user's assessment and care planning using contemporary models of care. To involve service users with mild/moderate learning disabilities in these processes.

Demonstrate evidence based guidance on person centred/holistic assessment, care planning, intervention and evaluation for adults with severe challenging behaviour,

Ensure the principles of Valuing People and Transforming Care are embedded in practice.

Ensuring Safeguarding Vulnerable Adults policy is understood and adhered to and that issues are reported appropriately.

Demonstrate understanding the importance of developments/contemporary practice issues in relation to challenging behaviour and people learning disabilities.

Demonstrate understanding and the importance of risk assessment and management of risk with particular reference to people with mild to severe learning disabilities and challenging behaviour.

Actively involved in clinical supervision and staff support group facilitation around challenging behaviour practice and interventions.

Undertake direct specialist assessment/therapeutic work with individuals or groups, in liaison with the MDT and encourage others to do so.

Lead in co-ordinating and/or take part in the education of a range of specialist training initiatives about challenging behaviour and people with mild to moderate learning disabilities
Contribute to Clinical Governance and lead on specific projects.

Work to enhance the standards of nursing practice across the Service.

Participate in local audit and trust wide audits.

Work closely with Kent prisons MDT, other Oxleas Services and internal/external colleagues to enhance service

Promote equality and diversity initiatives

Develop and maintain effective relationships with key partners, within the forensic and prisons directorate, Local Authority, local Universities, The Home Office, Police, the voluntary sector, and non-statutory agencies.

Provide cover for the clinical charge nurses as required

The post holder will be part of skilled multidisciplinary teams comprising all healthcare staff, including strategic partners, and prison managing a single referral pathway.

The post holder will be required to undertake training to maximise uptake of screening, health promotion and prevention activity, including vaccinations.

The post holder will ensure a named care co-ordinator is allocated for every patient with complex needs who will ensure a proactive, evidence-based approach to clinical interventions, health promotion/prevention activity, and management of acute and long-term conditions using our stepped care approach.

The post holder will ensure that a single, integrated, care plans developed, and the individualised care is regularly reviewed.

The post holder will ensure that a comprehensive risk assessments and care plans are regularly reviewed in a needs-led review cycle.

The post holder will ensure a care coordination criteria and MDT meetings for patients with complex needs will be tailored to the needs of the establishment.

The post holder will ensure that they undertake all training in evidence-based CBT approaches, to enhance consistency and quality of care delivery

The post holder will support patients to manage their health at every stage, from oral health to long term conditions.

The post holder will ensure that health promotion embedded into every aspect of the service.

Clinical

Provide clinical leadership supporting the ward manager and staff, combining safe therapeutic practice with innovation and enthusiasm

Contribute to the service delivery within the guidance of the operational manager with a particular emphasis on the quality of nursing and the support and development of junior staff in challenging behaviour practice, maintaining morale and motivation

Actively contribute to the service delivery and standards through ongoing Periodic Service Review audits

Keep the line manager updated on key developments within the post holder's scope of expertise and responsibility

Ensure consistent implementation of National and Trust policies and Clinical Governance requirements. Exert an influence on the development and enhancement of such policies and procedures among colleagues

Ensure completion of incidents and complaints in accordance with Trust policy.

Actively participate in the ward/unit management meetings and strategy meetings in the improvement of care and services

Provide and fully participate in Clinical Supervision and ensure ongoing personal/professional development in line with Oxleas Policies

Work autonomously to promote good practice, encourage and participate in reflective practice

Provide a highly visible staff nurse presence in the Unit, including at meetings, reviews and handovers.

Act as a professional role model providing nursing leadership in the development for junior staff

Be accessible and responsive to the needs of service users, staff and carers

Actively participate with others in supporting individual advocacy, user forums, carer groups and service user councils

Actively participate in ensuring systems are in place for assessment, care and discharge planning within a multi-disciplinary framework, ensuring the Care Programme Approach or any other statutory method of care delivery works effectively. To also ensure service user involvement in all stages of these processes.

Work with other colleagues and senior staff and MDT to ensure that a range of therapeutic, social, occupational and leisure activities exist through active support or other agreed service model

Ensure the service meets the requirements of the Mental Capacity Act and other relevant legislation

Maintain an up to date knowledge reference system in conjunction with Oxleas Knowledge Services and use of e-learning

Enhance Kent prisons service reputation as a dynamic learning environment for students and staff from all disciplines

Promote the benefits of IT in improving knowledge and care standards

Ability to use skills in electronic clinical information systems, including Systemone

Managerial

Ensures effective delegation of tasks to other within the team to meet prioritized needs

Demonstrates leadership ability to manage, respond and lead staff through difficult situations as appropriate

Ensures the understanding and adherence to Trust policy and procedures for own practice and its implementation.

Compiles reports and documentation as required by the service

Supports in the compilation of incidents and accident reports within agreed deadlines

Custodial Responsibilities

Assume personal responsibility for the security of issued keys.

Understand and comply with prison orders, procedures, and instructions in your area of work.

Comply with all security requirements.

Respond to any situation or circumstance that might indicate a threat to security of the establishment or to the safety of an individual, completing Incident, Security, Injury, or other reports as appropriate.

Report breaches of order and discipline including reporting and recording untoward incidents according to local protocol.

Contribute to effective risk assessment and management procedures.

Freedom to Act

Work within the NMC code of conduct and provide expert knowledge and guidance to others in professional nursing capacity

Alert managers to areas where there may be deficits in the professional standards required in high quality care.

Leadership

Provide nursing leadership across within the unit and work to the Oxleas Nursing Strategy. Actively participate in the service developments as required to raise the standard of services provision within the Kent prisons

Take part in risk assessment and its management within the ward/unit to help manage complex situations

Actively encourage service user and carer involvement in care standards and service development

Where qualified and appropriate for the service users and in consultation with the MDT, provide psychological therapies, e.g. cognitive, psychosocial therapy/interventions.

Actively encourage and practice social inclusion, reduction of stigma, prejudice and discrimination in learning disability service

Recognise the potential importance of spirituality and religion for service users, liaising with experts in Spirituality and Cultural Diversity

Foster a blame-free culture of positive therapeutic risk taking, learning from mistakes and challenging bad practice without fear of negative consequences

Actively participate in the application of consistent and skilled techniques of Prevention and Management of Violence, with emphasis on skilled management of challenging behaviour and service users with mild to severe learning disabilities

Research

Participate and take the lead where appropriate in facilitating audits and/or external and internal reviews, and for the implementation of any new initiatives as a result of these.

Regularly undertake activity to ensure service commitment to Research, Development and Audit, working collaboratively with other professional leads.

Ensure incorporation of evidence-based practice into care plans and care pathways
Promote evidence-based treatment interventions to improve recovery outcomes.

Communication

Ensure the implementation of LD Strategy ensuring appropriate for individuals with mild/moderate learning disabilities
Lead by example in the full range of communication methods with empathy and reassurance. Deal sensitively with highly complex information in relation to service users and carers.

Set an example of high standards in communication between own colleagues and other professionals.

Develop effective communication systems for interaction with service users and carers regarding service delivery and standards.

Able to plan leave sufficiently in advance to ensure Service needs continue to be met
Develop and participate in management LD plan with the prison.

Physical / emotional / mental effort

Ensure health promotion activities and physical health assessments are completed for service users

Maintain personal health

Promote the benefits of positive for own health and that of junior colleagues, and its necessity for psychological wellbeing, concentration and ability to perform physical manoeuvres safely

Generally encourage reduction in smoking, regular exercise and good diet
Deal confidently and sensitively with emotionally distressing situations as they arise
Provide leadership in situations of exposure to unpleasant aspects of caring for complex, vulnerable and challenging clients, e.g. aggression, verbal and physical abuse, self-harm, restraints, body fluids and smells, or enforced treatment under law

Terms and Conditions

The post holder is subject to the terms and conditions of OXLEAS NHS FOUNDATION TRUST.

This Job description gives an outline of the post and is subject to review in consultation with the post holder.

Confidentiality

The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.

Risk Management

The Post holder will ensure compliance with the Trust's risk management policies and procedures. These describe the Trust's commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm and stress and that all staff have a responsibility to minimise risk.

Infection Control

All staff are required to be familiar with the Trusts infection control policies, and national guidance in relation to infection control. All staff whose normal duties are directly or indirectly concerned with patient care must ensure that they complete mandatory infection control training and are compliant with all measures known to be effective in reducing Healthcare Associated Infections. Use of uniform where required as per trust policy.

Equality, Diversity and Human Rights

The Post holder will treat all colleagues, service users, carers and members of the public with respect and dignity regardless of their gender, age, race, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, HIV/Aids status, criminal background and Trade Union status. The Trust has a Policy for Equality and Human Rights and it is the responsibility of all staff to ensure that this is implemented.

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.

Professional and NHS Codes of Conduct

You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding

It is the responsibility of all staff to safeguard and protect children and adults at risk at all times and staff must report any concerns as per Safeguarding Children and Safeguarding Adults policies, which are available on the Trust's intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

TRUST MISSION AND VALUES

At Oxleas our mission is to **“Improve Lives”**

Our values express what the Trust sees as the heart of Oxleas. They are the lens we look through that informs how we act, the decisions we make, and how we work with our service users, patients, families, carers, and colleagues.

Our values are.

- **We're Kind,** We show consideration, concern, and thoughtfulness towards everyone.
- **We're Fair,** We embrace difference, treat everyone with respect and we promote diversity, equity, and inclusion.
- **We Listen:** We always seek to understand, learn, and improve.
- **We Care:** We work together and innovate to put the patient at the heart of everything we do.

Signed by Line Manager

Signed by post holder

Date

Date

Print Name

Print Name

Note:

Please attach an organisational chart alongside, a person specification, and Job Description.

OXLEAS NHS FOUNDATION TRUST PERSON SPECIFICATION

JOB TITLE: Learning and Disability Nurse- RMN/RMNLD

DIRECTORATE: Forensic and Prison Service

Domain	How Measured
Education/Qualifications	
Essential <ul style="list-style-type: none"> • RNLD/RMN Desirable <ul style="list-style-type: none"> • Degree level qualification or equivalent • Demonstrate other relevant forms of professional development 	Application Form
Experience	
Essential <ul style="list-style-type: none"> • Two years post registration experience working with people with a learning disability. • Is a driver holding full driving licence as expectation this post the person would travel various sites Desirable <ul style="list-style-type: none"> • Experience of working in a multidisciplinary/multi agency team. • Experience of supervising staff. • Experience of delivering training. • Experience of prison nursing 	Application Form/ Interview
Skills/Abilities/Knowledge	
<ul style="list-style-type: none"> • Experience and knowledge at providing assessment, formulating plan and delivering intervention • Good interpersonal skills – able to get on with people and communicate well under pressure. 	Application Form / Interview
Effort and Environment	
<ul style="list-style-type: none"> • Physical Effort Ability to perform physical manoeuvres safely • Frequent moderate effort for several short periods when giving care to patients. • Mental Effort • Provide leadership in situations of exposure to unpleasant aspects of caring for complex, vulnerable and challenging clients, e.g. aggression, verbal and physical abuse, self-harm, restraints, body fluids and smells, or enforced treatment under law • Frequent concentration for patient assessments and 	

<p>observations.</p> <p>Emotional Effort</p> <ul style="list-style-type: none"> • Deal confidently and sensitively with emotionally distressing situations as they arise <p>Working Conditions</p> <p>Occasional unpleasant conditions</p> <p>Verbal aggression/ body fluids.</p>	
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NB These are not definitive lists if there are any others specific to a post, please add to the form which should then be signed by the line manager and post holder alongside the Job description

Signed by Line Manager

Signed by Post Holder

Print Name

Print Name