



**NHS**

**Great Ormond Street  
Hospital for Children**

NHS Foundation Trust

# JOB DESCRIPTION & PERSON SPECIFICATION

## Consultant General Paediatrician and Named Doctor for Safeguarding

Body, Bones and Mind Directorate

### GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

## GOSH at a glance



## Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



## Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

<b>Job title</b>	Consultant General Paediatrician and Named Doctor for Safeguarding Children
<b>Directorate</b>	Body, Bones and Mind
<b>Band</b>	NHS Medical & Dental: Consultant
<b>Supervised by</b>	Specialty Lead (for the General Paediatric component); Executive Chief Nurse (for the Safeguarding component)
<b>Accountable to</b>	Chief of Service, Body, Bones and Mind Directorate Chief Nurse
<b>Type of contract</b>	Substantive
<b>Hours per week</b>	10 PAs (5 PAs Named Doctor for Safeguarding Children, 5 PAs General Paediatrics)
<b>Location</b>	Great Ormond Street Hospital NHS Trust
<b>Budgetary responsibility</b>	Nil

## Main purpose of the job

### Scope of the role

This is a substantive 10 PA post and the post holder will be part of the General Paediatric team in the Body, Bones and Mind Directorate.

The post will be divided into 5 PAs for the Named Doctor role and 5 PAs for General Paediatric attending and outpatient clinic duties.

There is scope to reduce the General Paediatric PAs should the successful candidate wish to work less than full time.

### Key working relationships

The post holder will work primarily with the Safeguarding Team and with the General Paediatric Consultant Team. The postholder will also have key relationships with the International and Private Care Directorate Specialty teams across the Trust (particularly Neurology, Neurosurgery and Intensive Care, Clinical Site Practitioners, the Learning disability team and the Trust Legal Team.

The General Paediatric team have also got close links to the Legal, Post-Graduate Medical Education and Clinical Governance Departments.

Within the safeguarding role the successful candidate will have close links with the Camden Safeguarding Board, in particular the Designated Doctor and Designated Nurse.

### Safeguarding:

Tracy Lockett:	Chief Nurse and Executive Director for Safeguarding
Michelle Nightingale	Head of Safeguarding and Named Nurse
Elleni Ross	Head of Social Work
Aston Hawkins	Safeguarding Nurse Specialist
Andree Hughes	Senior Safeguarding Administrator
Lucien Bennett	Safeguarding Administrator
Joanne Brennan	Complex Gastroenterology MDT Coordinator
Mary-Louise Sears	Complex Gastroenterology CNS
Charlotte Barran	Practice Educator for safeguarding
Claire Taylor	Designated Doctor for Camden CCG
Christine Jenkinson	Designated Nurse for Camden CCG

### General Paediatrics:

Dr Doris Abomeli (Consultant in General Paediatrics and deputy Chief of Service for the Sight & Sound Directorate)

Dr Joanna Begent (Locum Consultant, 4 PAs, covering Complex Gastroenterology MDT and Perplexing Patient Support Service)

Dr Charles Bouvier (Consultant in General Paediatrics)

Dr Bridget Callaghan (Consultant in General Paediatrics, International & Private Care Directorate)

Dr Roshni Gohil (Consultant in General Paediatrics, Paediatrician for the Cleft Service)

Dr Lee Hudson (Consultant Paediatrician/Associate Professor of Adolescent Medicine)

Dr Imke Meyer-Parsonson (Consultant in General Paediatrics and Specialty Lead)

Dr Sian Pincott (Consultant in General Paediatrics, International Private Patient Division, Chief of Service of the Body, Bones and Mind Directorate)

Dr Deborah Zeitlin (Consultant in General Paediatrics and currently in secondment as Named Doctor for Safeguarding Children)

### Main duties and responsibilities:

We are looking for a dedicated and enthusiastic General Paediatrician with a strong Safeguarding background who will take up the role of Named Doctor for Safeguarding Children and support the existing team in providing excellent General Paediatric care for the unique patient population of Great Ormond Street Hospital.

This is an exciting opportunity for a dynamic Consultant General Paediatrician to play a key role in shaping the service at Great Ormond Street Hospital. General Paediatrics is still a relatively new specialty at GOSH and we are planning to expand the service towards having a dedicated in-patient ward and junior team.

We wish to appoint a consultant who can act independently and demonstrate collaborative and inclusive styles of working. The successful candidate must be highly skilled at facilitating effective communication between teams and multi-professional staff.

Named Doctor role:

The post holder will be a clinical expert and strategic leader and in partnership with the Head of Safeguarding take joint strategic lead on all aspects of the trust's systems, processes, competencies and resources for safeguarding children, young people and vulnerable adults.

The role is supported by the rest of the General Paediatric team, particularly during attending weeks.

#### 1. Leadership and advisory role

- a. Support and advise the Trust Board about safeguarding/child protection
  - b. Contribute to the planning and strategic organisation of safeguarding/child protection Services
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- c. Ensure safeguarding advice is available to the full range of specialities within Great Ormond Street Hospital
- d. Provide advice to colleagues on the assessment, treatment and clinical services for all forms of child maltreatment including emotional and physical abuse, neglect, child sexual abuse and exploitation, Female Genital Mutilation, honour-based violence, trafficking and fabricated or induced illness as well as the recognition and management of perplexing presentations

## **2. Clinical role**

- a. Support and advise colleagues in the clinical assessment and care of children and young people where there are safeguarding/child protection.
- b. Support and advise other professionals on the management of all forms of child maltreatment, including relevant legal frameworks and documentation
- c. Assess and evaluate evidence, write reports and present information to complex child protection conferences and related meetings
- d. Provide advice and signposting to other professionals about legal processes, key resurgence and policy documents
- e. Coordinate and be part of the 24/7 Medical Safeguarding Children on call rota (currently 1:6 with prospective cover)
- f. Work closely with PICU, Neurology and Neurosurgery particularly over the safeguarding and coordination aspects of cases of potential abusive head trauma
- g. There may be the opportunity of maintaining child protection clinical skills by undertaking a complex safeguarding children clinic in Camden

## **3. Coordination and communication**

- a. Work closely with the Chief Nurse, Medical Director and Head of Safeguarding/Named Nurse on safeguarding matters within the organisation
  - b. Participate in multi-agency subgroups of the LSCP (Local Safeguarding Children Partnerships) and the Great Ormond Street Hospital's safeguarding committees
  - c. Work collaboratively with the GOSH social work department, Psychology, CAMHS and legal team on child safeguarding issues
  - d. Advise police, children's social care and other statutory and voluntary agencies on health matters with regards to safeguarding/child protection
  - e. Work closely with other specialist safeguarding/child protection professionals across the Health Community
  - f. Liaise with professional leads from other agencies, such as Education and Children's Social Care
  - g. Participate in and contribute to safeguarding case conferences
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#### **4. Governance: Policies and procedures**

- a. Ensure that Great Ormond Street Hospital has safeguarding/child protection policies and procedures in line with legislation, national guidance and guidance of the LS CP and designated professionals
- b. Contribute to the dissemination and implementation of organizational policies and procedures
- c. Encourage and practically support safeguarding supervision including case discussion, peer review reflective practice and the monitoring of significant events at a local level
- d. Undertake and support safeguarding audits as required
- e. Contribute to assurance reports as required
- f. Attend safeguarding supervision on a regular basis with the designated Doctor for Safeguarding Children for Camden

#### **5. Training and supervision**

- a. Ensure that Great Ormond Street Hospital has a training strategy in line with national and local expectations
- b. Contribute to the delivery of training for health staff within GOSH and deliver inter-agency training as required within Camden and the Institute of Child Health.
- c. Work with specialist safeguarding/child protection professionals across the health community and with the subgroups of the Local Safeguarding Partnership to agree and promote training needs and priorities
- d. Provide/ensure provision of effective safeguarding/child protection appraisal, support, peer review and supervision for colleagues in the organisation
- e. Organisation of General Paediatric and Trust wide peer review meetings
- f. Ensure own training meets the Level 4 Standards as outlined in the intercollegiate document

#### **6. Monitoring**

- a. Advise Great Ormond Street Hospital on the implementation of affective systems of audit
  - b. Contribute to monitoring the quality and effectiveness of services, including monitoring performance against indicators and standards
  - c. Contribute and have oversight (as clinically appropriate) to serious child safeguarding practice reviews/case management reviews/significant case reviews and individual management reviews/individual agency reviews /internal management reviews
  - d. Disseminate lessons learned from the above and advise on the implementation of recommendations
  - e. Participate in audit and research pertaining to safeguarding
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### General Paediatrics:

The post holder will be part of the 'Attending Consultant' delivered service focusing on patient safety, promoting efficient patient flow and providing general paediatric training and support (including child protection advice) for the hospital.

Currently the attending duties consist of two in seven weeks spent attending on the wards, one week working from 9am to 6pm Mondays to Fridays and one week from 8am to 1pm Mondays to Fridays as well as Saturday morning one in eight weeks. This is a rolling rota throughout the year and therefore includes prospective cover.

The post holder will participate in a 24/7 rota for safeguarding advice which currently is a 1:6 with prospective cover.

The Trust is committed to excellence in training and this role will contribute to supporting work with our complex in-patients and out-patients across the specialties, in addition to contributing to paediatric training supported by the PGME department. There are opportunities for the post holder to provide Clinical and Educational Supervision of trainees and Trust Fellows. Time will be allocated within the job plan to accommodate this.

Duties across the Trust when supporting the general paediatric attending rota include:

- General Paediatric assessment and review of patients under specialist teams, particularly Neurosurgery, Spinal and Orthopaedic Surgery, Specialist Neonatal and Paediatric Surgery, Urology, ENT and Ophthalmology
- Provision of holistic general paediatric assessment of complex patients
- Working collaboratively with the Perplexing Presentation Support Service
- Attendance at MDT meetings for inpatients under multiple specialties
- Review of patients attending specialty outpatient clinics who present with an acute medical problem
- Attendance at grand rounds of surgical specialties
- Advise on safeguarding issues
- Assess and examine children when there are child protection concerns which require a general paediatric safeguarding assessment.

The post holder will also support the team in providing outpatient care, mainly within the complex patient clinics and specialist syndromic clinics.

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## Job Planning

Consultant medical and dental staff are expected to participate in an annual job planning review, which is a prospective agreement setting out duties, responsibilities, objectives and supporting resources for the coming year. Job planning should cover all aspects of a consultant's professional practice, including clinical work, teaching, education, research and budgetary and managerial responsibilities. The job planning process will be conducted within the General Paediatric team.

The objectives listed in the job plan are tasks, targets or development needs that the consultant, or the consultant and the person with whom he/she has agreed the objectives, wishes to achieve. They should reflect the needs of the consultant, the organisation, health community and health service.

## Appraisal

The Trust operates an annual appraisal system, which identifies personal and professional development needs; agree plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC/GDC Revalidation process. For this particular post it will include an appraisal of the safeguarding performance.

## Further Information

For further information, or to make arrangements to visit the Hospital, candidates should contact:

<b>Chief of Service</b>	Dr Sian Pincott
<b>Specialty Lead</b>	Dr Imke Meyer-Parsonson
<b>Chief Nurse</b>	Tracy Lockett
<b>Named Nurse</b>	Michelle Nightingale
<b>Medical Director</b>	Dr Sanjiv Sharma
<b>Director of Clinical Operations</b>	Mr John Quinn
<b>Director of Clinical Research &amp; Development</b>	Professor David Goldblatt
<b>Chief Executive</b>	Mr Matthew Shaw

## Other information

Great Ormond Street Hospital Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

## Conflict of Interest

You are required to declare any involvement, either directly or indirectly, with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in your application being rejected, or, if it is discovered after appointment that such information has been withheld, then this may lead to your dismissal.

## Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

## Disclosure & Barring Service (Previously Criminal Records or 'CRB')

Great Ormond Street Hospital is a regulated organisation and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. GOSH reserves the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

## Infection Prevention and Control

You will be required to participate in performance audits with respect to Infection Prevention and Control and will be required to discuss this in your annual performance review. The following should also be noted:

- The post holder should ensure a suitable and efficient assessment is made of the risks to both the recipient and provider of care in respect of infection prevention and control issues.
  - The post holder is required to make him/herself aware of and comply with national and local infection prevention and control guidance.
  - Where children are in their care the post holder must investigate any health care-associated infection.
  - The post holder should audit performance with respect to infection prevention and control (in a way appropriate to their service) and discuss this in their annual appraisal.
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## Health and Safety

All staff have a general accountability for ensuring, so far as is reasonably practicable, the health, safety and welfare of Trust employees. The following should also be noted:

- Each employee is required to take reasonable care for his or her own acts or omissions and the effect that these may have upon the safety of themselves or any other person.
- Every employee must use safety equipment or clothing in a proper manner and for the purpose intended.
- Any employee who intentionally or recklessly misuses anything supplied in the interests of health and safety will be subject to disciplinary procedures.
- Every employee must work in accordance with any health and safety procedures, instructions or training that has been given.
- No employee may undertake any task for which they have not been authorised and for which they are not adequately trained.
- Every employee is required to bring to the attention of a responsible person any perceived shortcoming in the Trust's safety arrangements or any defects in work equipment.
- All employees are under a duty to familiarise themselves with the Trust's Health and Safety Policies.

## Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

## Emergency Planning

In accordance with the organisation's responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

## Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

## Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

## Relocation Expenses

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Applicants should note that Great Ormond Street Hospital for Children NHS Foundation Trust is not able to offer assistance with removal or relocation expenses.

### **The GOSH Learning Academy (GLA)**

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

*This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.*

## Outline Job Plan

**Title:** Consultant General Paediatrician

**Specialty:** General Paediatrics

**Contract:** 10 PAs (Safeguarding 5, General Paediatrics 5 which includes 1 PA for each part of the post)

General Paediatric attending timetable:

Week 1 (1:7 weeks): 11.41 DCC (9:00 -18:00, Monday to Friday, 09:30 – 12:30 on Saturday), 0 SPA

Day		Description	Type of Work / PAs
Monday	am (9-13:00)	Attending 1:7 weeks	1 DCC
	pm (13:00-18:00)	Attending 1:7 weeks	1.25 DCC
Tuesday	am	Attending 1:7 weeks	1 DCC
	pm	Attending 1:7 weeks	1.25 DCC
Wednesday	am	Attending 1:7 weeks	1 DCC
	pm	Attending 1:7 weeks	1.25 DCC
Thursday	am	Attending 1:7 weeks	1 DCC
	pm	Attending 1:7 weeks	1.25 DCC
Friday	am	Attending 1:7 weeks	1 DCC
	pm	Attending 1:7 weeks	1.25 DCC
Saturday	am	Attending 1:8 weeks	0.16 DCC

Week 2 (1:7 weeks): 10.25 DCC (6.25 PAs attending, 4 PAs named doctor for safeguarding)

Day		Description	Type of Work / PAs
Monday	am (8-13:00)	Attending 1:7 weeks	1.25 DCC
	pm	Named Doctor for Safeguarding	1 DCC

Tuesday	am	Attending 1:7 weeks	1.25 DCC
	pm	Named Doctor for Safeguarding	1 DCC
Wednesday	am	Attending 1:7 weeks	1.25 DCC
	pm	Off	
Thursday	am	Attending 1:7 weeks	1.25 DCC
	pm	Named Doctor for Safeguarding	1 DCC
Friday	am	Attending 1:7 weeks	1.25 DCC
	pm	Named Doctor for Safeguarding	1 DCC

Weeks 3-7 (5:7 weeks): total of 6.5 DCCs (5.75 Safeguarding and 0.75 General Paediatrics) and 3 SPA (1.5 Safeguarding, 1.5 General Paediatrics).

Annual leave and study and professional leave should be taken during weeks 3-7

Day		Description	Type of Work / PAs
Monday	am	Gastroenterology MDT Safeguarding peer review meeting Safeguarding administration	0.5 DCC 0.5 SPA
	pm	Named Doctor for safeguarding clinical work (clinical reviews, peer support, strategy meetings, report writing)	1 DCC
Tuesday	am	General Paediatric SPA time (CPD, audit, research, teaching) Named Doctor for safeguarding clinical work (clinical reviews, peer support, strategy meetings, report writing)	0.75 SPA 0.25 DCC
	pm	weeks, Safeguarding on call time in lieu	0.5 DCC
Wednesday	am	Complex care clinic 1:2 Remaining weeks: Safeguarding business round Safeguarding governance meetings	0.5 DCC 0.5 DCC
	pm	Complex care clinic administration General paediatric SPA time	0.25 DCC 0.75 SPA
Thursday	am	Safeguarding SPA time: education and training, non-clinical safeguarding meetings, CPD	1 SPA
	pm	Named Doctor for safeguarding clinical work (clinical reviews, peer support, strategy meetings, report writing)	1 DCC

Friday	am	Named Doctor for safeguarding clinical work (clinical reviews, peer support, strategy meetings, report writing)	1 DCC
	pm	Named Doctor for safeguarding clinical work (clinical reviews, peer support, strategy meetings, report writing)	1 DCC

There is a 1:6 on call rota with prospective cover for safeguarding advice. This will be covered with an on call supplement plus 0.5 of a PA in the job plan for time off in lieu

It is not intended that this job plan be prescriptive as there are opportunities within the role and the team for a degree of flexibility in how the service is actually provided. Outside of the attending rota SPA time may be taken on site and specialist areas of interest pursued. More information regarding these specialty areas is available upon request.



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## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> <li>• Always welcoming</li> <li>• Always helpful</li> <li>• Always expert</li> <li>• Always one team</li> </ul>	E	D	I/A
1) Knowledge and Understanding of diverse backgrounds and perspectives. 2) Understanding of Diversity and Inclusion challenges in the workplace. 3) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace	E		I
Education, training & qualifications			
GMC specialist registration	E		A/I
MRCPCH or equivalent	E		A/I
CCT in Paediatrics or equivalent training and experience	E		A/I
Higher degree – PhD, MD or equivalent		D	A/I
Formal teaching qualification		D	A/I
Management qualification		D	A/I
Research achievement including grants and publications		D	A/I
Skills & abilities			
High level written and oral communication skills	E		A/I
Ability to organise and prioritise own workload	E		A/I
Ability to work under pressure in a multi-disciplinary environment	E		A/I
Presentation skills	E		A/I

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Understanding and proven ability to apply research findings in a clinical/organisational context	E		A/I
Excellent interpersonal and negotiating skills	E		A/I
Ability to work on own initiative within an everchanging environment.	E		A/I
Able to work as part of a multidisciplinary team	E		A/I
Clinical leadership skills	E		A/I
EPLS/ APLS qualified	E		A/I
Have considerable clinical experience of assessing and examining children and young people as appropriate to the role to include safeguarding and child protection medical assessments, writing of reports and attendance at Strategy Meetings and Child Protection Conferences.	E		A/I
Level 4 Safeguarding Children Competencies	E		A/I
Completion of NLS/EPLS/APLS instructor's course		D	A/I
Qualified forensic examiner		D	A/I
Experience in writing reports for court and presenting oral evidence in court		D	A/I
<b>Knowledge and experience</b>			<b>A/I</b>
Extensive experience in General Paediatrics, Neonatal Medicine and Safeguarding	E		A/I
Experience of teaching students and multi-disciplinary team	E		A/I
Experience of leading in Clinical Audit cycle	E		A/I
Awareness of the importance of Clinical Governance through experience of participating and learning from quality or safety improvement projects.	E		A/I
Previous experience as a named doctor	E		A/I
Experience of paediatric emergency medicine		D	A/I
Experience of working in shared care clinics and clinical networks		D	A/I
Experience of clinical leadership or management		D	A/I
Published research in peer reviewed journals in relevant area		D	A/I
Presentation or poster at national/international scientific meetings		D	A/I

**Criteria Key:**Essential: **E**Desirable: **D**



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**Review Method:**

Application form: **A**

Interview: **I**

Test: **T**

