

RAINBOWS HOSPICE FOR CHILDREN AND YOUNG PEOPLE

JOB DESCRIPTION

Job Title: Band 6 Deputy Lead Nurse Hospice at Home

Salary Band: Band 6

Responsible to: Lead Nurse Hospice at Home

Accountable to: Head of Nursing and Family Support

Responsible for: Band 5 Nurses and Nurse Associate in the Hospice at Home Team

Job Summary

Rainbows Hospice at Home provides an expert and comprehensive service to enhance the experience of babies, children, young people and families requiring palliative and end of life care in the home.

As a hospice at home nurse you will work as part of Rainbows Hospice at Home Team providing clinical care to babies, children and young people with life threatening/life limiting conditions within their own homes, in order to give parents/carers respite and support. The role includes assessment and providing specific, planned day-to-day nursing care to the babies' children and young people according to their level of need during Hospice at home sessions. This will involve duties which cover 7 days per week, with the flexibility to do nights, upon discussion.

Key Responsibilities

Management

- Alongside the Lead Nurse maintain an overview of the day to day prioritisation of care arrangements for babies, children and young people receiving hospice at home, including on call arrangements and 7 days a week service delivery. Ensures that staff are deployed appropriately and that communications with families and carers is consistent and of a high standard.
- Manage and maintain own case load across the East Midlands in accordance with service requirements and service delivery.
- Contribute to leadership, development, training and planning. Leads and participates in appropriate initiatives to ensure delivery of strategic goals and objectives.
- To work with the Lead Nurse to develop and implement innovations and practice improvements.
- Assist in the appraisal and developmental reviews of staff to set objectives, goals and action plans identifying learning needs and training opportunities.

- To ensure good teamwork and to take responsibility for or escalate any conflict, and maintaining the Rainbows Hospice philosophy, values and culture.
- Undertake audits aligned to service requirements and service reviews contributing to policy and practice change based on the resulting evidence as appropriate. This includes risk, complaints and incident management, complying with and contributing to CQC requirements and making the Lead Nurse and Head of Nursing and Family Support aware on any and all concerns.
- To provide positive leadership for the Rainbows Hospice at Home care team and to act as a positive role model.

Clinical

- Undertake assessment and review of clinical care and support, whilst being perceptive to changing physical and emotional needs. To undertake assessments for babies, children, young people and families referred into the service, assessing their health and social care needs and developing and implementing specific plans and packages of care, and ensuring timely reviews.
- To liaise with members of the wider multi-disciplinary health care team and any other agencies as required, to ensure continuity of care for the families.
- Maintain accurate records which comply with professional and legal standards according to policy.
- To undertake any other duties which may be reasonably required.
- Education
- Support the delivery of relevant education and competencies to meet the training needs of clinical staff providing end of life care to babies, children, young people and families.

Professional

- All Staff working for Rainbows Hospice at Home will be expected to accept flexibility in working arrangements and practices and allocation of duties across the service and localities, to work in a responsive way, to be on-call when requested to ensure and maintain effective service delivery, and to also undertake any other duties upon request of the manager which are proportionate with the role, including project work, internal rotation and absence cover.

Training and Development

- To attend staff development programmes, training courses, conferences and study days as deemed necessary.
- To attend compulsory staff meetings

- To take responsibility for attendance at mandatory training sessions as deemed necessary by the organisation
- To undertake specific training for specialist pieces of equipment and remain updated.
- To take responsibility for attendance at mandatory training sessions in resuscitation, fire, child protection, moving and handling, and minibus awareness

Data Compliance and Confidentiality

- In line with national legislation, and Rainbows policies, must process all personal data fairly and lawfully, for the specific purpose(s) it was obtained and not disclosed in any way incompatible with such purpose(s) or to any unauthorised persons or organisations, unless a lawful exemption applies.
- To comply with all Rainbows policies and procedures on Data Protection, Confidentiality, and Information Security.

Behaviours and Values

- To promote, uphold and demonstrate the Rainbows values.
- To work actively and positively as part of the wider hospice team, demonstrating a desire and ability to build relationships with colleagues across all teams.
- To be able to manage time and projects effectively and efficiently and respond to shifting priorities and workloads with ease.
- To be proactive in seeking out support and finding new ways to encourage supporters to participate in our activities.
- To act always in a professional manner, respecting the needs of colleagues and co-workers, working collaboratively to ensure a harmonious work environment, and following our code of conduct at all times.

Our Values:

- One Team – Working together with fairness and respect.
- People Centred – Championing inclusivity, compassion, and clarity.
- Aim High – Adapting, learning, and sharing our expertise.
- Own It – Focused, committed, and accountable.

Safeguarding Children and Vulnerable Adults

- To comply with Hospice and Leicester City LSCB Policy, Procedures and Practice
- To follow hospice policy regarding the management of safeguarding concerns.
- To access mandatory safeguarding training and demonstrate competence at the required level.

Equality, Diversity and Rights

Rainbows Hospice for Children and Young People is committed to improving the quality of its services to all people, irrespective of race/ethnicity, disability, gender,

religion or belief, age, or sexual orientation. Our objective is to deliver high quality services that are accessible, responsive, and appropriate to meet the diverse needs of different groups and individuals. As such, we will continue to take action to ensure that staff and volunteers employed by Rainbows Hospice are culturally aware and treat every person with dignity, respect, and fairness, in a way that is sensitively responsive to differences and similarities. Unlawful discrimination and other forms of exclusion have no place within Rainbows Hospice.

Responsibilities:

- Support and uphold the equality, diversity, and rights of all individuals, including children, young people, their families, staff, and volunteers.
- Actively promote the consultation and involvement of children, young people, and families in decision-making processes.
- Adhere to and work in alignment with the Hospice's Equality and Diversity Policy.

Health and Safety

- To carry out duties placed on employees by the Health and Safety at Work Act 1974.
- To comply with Health and Safety Policy.
- To take reasonable care for the Health and Safety of themselves and others who may be affected by their acts or omissions at work.
- To co-operate with their employer as far as is necessary to meet the requirements of the legislation.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, or welfare in the pursuance of any of the relevant statutory provisions.
- To be aware of and adhere to current policies regarding infection control at all times.

General

- To maintain a high standard of personal hygiene and presentation.
- To act at all times in a professional manner, respecting the needs of colleagues and co-operating to maintain a harmonious working environment.

This job description is subject to amendment and may be changed from time to time.



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