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# JOB DESCRIPTION

## Forensic Community Nurse- Band 6

**Department:** Forensic Community Team

**Location:** Heath Lane, West Bromwich

**Directorate:** Learning Disabilities

**Band:** 6

**Hours:** 37.5 hours

**Contract Type:** Permanent

**Responsible to:** Integrated Team Manager Forensic Community Team

## Job Purpose

To provide a safe and effective nursing service to individuals who have both a learning disability and forensic needs in the community. Utilising a number of specialist assessments you will assess the needs of clients, plan and implement plans of care. This will include delivery of bio-psycho-social interventions (both via individual and/or group format) as appropriate in collaboration with Multi-disciplinary Team colleagues.

To be a member part of the forensic community team you will contribute to effective risk management by working collaboratively with the client, and multiagency colleagues, carers and providers.



To provide support and training regarding the specific needs of clients to relevant professionals, carers and providers when required

To participate in the further development of the community forensic team, you will be enthusiastic will share your knowledge and skills with colleagues.

To ensure safe and effective transition of individuals both into the secure care pathway and when returning to the community

## Main Duties/Responsibilities

### Key Relationships:

<u>Internal</u>	<u>External</u>
Service Users and carers	Probation
Forensic Team	Police
Community Learning Disability Team	Social Care
Mental Health Service	Care Providers
Children Young People and Families services	Secure units
Safeguarding Team	Special Hospitals
BCPFT inpatient Low Secure and rehabilitation services	University nursing students
Transition Team	Children and Families Team
	Criminal justice system
	Forensic Liaison team

### Principle Duties and Responsibilities

#### 1. Professional/Clinical

1.1 Practice within the NMC code of Conduct

1.2 To be a visible and competent role model to the team

1.3 To be compassionate and respectful, providing care while maintaining the dignity of those who use the service



1.4 To develop effective communication with service users, their carers, providers and those within both the internal and external key relationships

1.5 To utilise specialist assessments to establish the needs of individuals

1.6 To plan care and treatment options with clients to meet their needs

1.7 To deliver bio-psycho-social interventions (both via individual and/or group format) as appropriate in collaboration with MDT colleagues

1.8 To actively evaluate the effectiveness of care and treatment

1.9 To work with Speech and Language therapy to ensure that plans meet the Communication needs of each individual and are both accessible and presented in a way they prefer

1.10 To administer and monitor the effectiveness of medication prescribed

1.11 To provide information regarding prescribed medications

1.12 To provide education, advice and support regarding comorbid mental health issues

1.13 To work with clients to develop relapse prevention plans

1.14 To be the link between the community and inpatient services. Attending admission meeting to handover information in the event of a client being admitted to hospital, and being an essential link in the planning for discharge from hospital.

1.15 To provide training and support regarding risk and the needs of clients to carers, providers, and other members of the Multi-disciplinary team to develop their skills and knowledge

1.16 To be an active member of the forensic team, attending the forensic meetings, and positively contributing the further development of the team.

1.17 To attend multiagency meetings, and have a role within the public protection process

1.18 To access both clinical supervision monthly and managerial supervision according to the supervision policy

1.19 To attend mandatory training as required and meet the requirements for revalidation

1.20 To identify areas of risk by completion of assessments, to raise safeguarding alerts and share information with other agencies to avoid risk to others or the individual.

1.21 To maintain records in line with the BCPFT policy and the NMC requirements



1.22 To be a mentor to student nurses and contribute to the development of their skills and practice

1.23 To act in the role of CPA coordinator when required

1.24 To provide verbal and written reports for meetings when required

1.25 To maintain updated knowledge of the mental health act, mental capacity act, and deprivation of liberty. To implement aspects of legislation as required when working with individuals.

## **2. Management**

2.1 Participate in the recruitment and selection of staff to the service

2.2 Participate in the development of the team, attending the forensic meetings and working towards agreed objectives

## **3. Service Development**

3.1 Responsible for effective multi -disciplinary working, developing positive relationships with members

3.2 Networking to raise the awareness of others to the work of the team, both locally and through liaison with other agencies.

## **4. Clinical Governance**

4.1 Demonstrate overall responsibility and accountability for evidence based standards of care.

4.2 Participate in risk assessment and clinical audit

4.3 Contribute to the annual appraisal process and objective setting and facilitate the

4.4 implementation of development plans

4.5 Support students to develop their skills and practice. Attend mentor updates/sign of mentor updates as required.

4.6 To ensure your knowledge and skills are up to date

## **5. Patient/Carers Experience**

5.1 Ensuring care is safe and effective

5.2 Be proactive in seeking the views of patients and carers regarding their care

5.3 To develop trusting, transparent relationships with service users and their carers



5.4 To discuss suggestions for service improvement and development with the forensic team, to implement development plans as discussed and agreed within the team.

5.5 To work in partnership with clients and their carers to provide care plans which are person centred and consider the choice, independence, inclusion and rights of clients while considering effective risk management.

5.6 To offer support and training to clients, their carers, and providers around risk, and offending behaviour in order to develop self-awareness and promote the involvement of clients in their relapse prevention plans.

To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality service.

### Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

### Equality, Diversity & Inclusion

The Trust gains strength from the diversity of its staff and patients, and is committed to being a safe and inclusive space for all people regardless of their age, disability, gender, race, religion or belief, sexual orientation, marital status, gender reassignment, or pregnancy/maternity. It recognises that it can only fully realise this commitment by proactively opposing bigotry in all its forms, including (but not limited to) ageism, disablism, sexism, racism, xenophobia, antisemitism, islamophobia, homophobia, biphobia, transphobia, and enbyphobia. All staff members are required to understand their role in ensuring the Trust is not only compliant with its responsibilities under the Equality Act 2010 but fulfils this deeper commitment. This shall include completing all mandatory equalities training, familiarising themselves with relevant policies or plans such as the Trust's Equality, Diversity and Inclusion Strategy and its Anti-Racism Action Plan, and proactively engaging with the work of the Staff Networks, Spiritual Care Team, Community Inclusion Team, and Equality, Diversity and Inclusion Team.

### Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation.



You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

## Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

## No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

## Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

## Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

## Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.

- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy





- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

## Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

## Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

## Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.



## Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

## Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

## Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

**Post Holder's Signature:**

**Date:**

