**Cygnet Health Care**

**Job Description**

**JOB TITLE:** Regional Violence Reduction Practice Lead- North

**LOCATION / DEPARTMENT:** Nursing

**RESPONSIBLE TO:** Violence reduction lead

**BASE:** Home based

*The post holder is expected to be flexible in travelling to sites across the organisation and to be available to work at any of its premises.*

**Job Summary**

Under the supervision of the lead for Violence Reduction and Regional Nurse Director, the post holder will take a role in providing the specialist advice and consultation in the prevention, reduction and management of violence and aggression and the promotion of personal safety.

The post holder will work in line with Cygnet Health Care Positive and Safe Care Strategy, vision and principles and the relevant policies. The post holder will have responsibility for advising staff and working with others to support the implementation of training and educational programmes aimed at restraint and violence reduction.

The post-holder will be an active team member in developing and maintaining a safe environment that facilitates the provision of Best Practice in terms of clinical care.

The post-holder will be responsible for ensuring good working relationships with managers, clinicians and all staff across the organisation and being proactive in ensuring that safety, effectiveness and a positive service user experience is at the forefront in dealing with all issues.

**Qualifications and Experience**

Essential qualifications and Experience

The Post-holder will have a minimum of 5 years’ experience in the delivery of a BILD ACT accredited Physical Interventions model at Senior Tutor Level or equivalent.

Hold a Teaching qualification at Level 4 or equivalent.

Be qualified at Emergency First Aid at Work as a minimum.

Be qualified in the use of Mechanical Restraint.

Have extensive experience reviewing incidents in the use of force via CCTV and incident reporting systems.

Have experience in conducting Investigations.

Hold a qualification in Violence Reduction or be willing to undertake this when a course is made available.

Have a minimum of 5 years Clinical experience supporting teams relating to use of force and violence reduction strategies.

The post-holder will have a recognised national profile and be able to develop and influence staff and have an established track-record for training content development, delivery and governance.

The post holder will lead and support the delivery of programmes that provide a measurable reduction in the use of restraint and restrictive practices.

**Main Purpose**

The post-holder’s duties will work in line with the Positive & Safe Strategies, which include:

**Leadership**

* To support the development of a culture which reduces restrictive intervention and restrictive practice use and promotes a therapeutic environment of care emphasising effective strategies of prevention and de-escalation across the organisation.
* To meet with unit managers to discuss areas of concerns and support needs in relation to challenging behaviours and the use of restrictive interventions and to act as a role model offering leadership and support at hospital/unit level.
* To ensure active participation in positive Regional and National Positive and Safe Care board.
* To support in ensuring that units operate within statutory, national, best practice and local guidance.
* Develop and lead a Restraint Reduction strategy for the Organisation focused on reducing restrictive practices.
* Lead at a strategic level a reduction in the use of restrictive practices and implement strategies to reduce restraint across the organisation.
* To support and work with RRP Leads with regard to role, strategy, service need etc.
* To support and work with Regional RVR leads to meet service needs, reduce restrictive practice and interventions to meet the Positive and Safe care Strategy.

**Performance management**

* To support performance management of all outcomes and measures against all key performance indicators pertinent to the safe and positive care agenda.
* To provide support in monitoring clinical data systems so as to identify early trends and provide support and advice to sites that may need additional input in relation to the use of restrictive interventions.
* Develop and maintain a professional relationship with Physical Intervention trainers and contribute to the provision of and quality assurance of direct training to staff in the prevention and management of violence and aggression
* Be alert utilising our datix intervention dashboard in changes in performance at site and regional level across your area and raising this with the Regional Nurse Director.

**Learning & Development**

* To support programmes which encourage cultural change to reduce the use of restrictive interventions and restrictive practices.
* To ensuring organisational values and objectives are attained within the area of positive and safe care practice.
* To work alongside and collaboratively with RVR Leads and instructors in the Learning and Development team.
* To demonstrate continuing professional development and use opportunities to improve knowledge, skills and keep up to date with current and emerging trends in clinical, reducing restrictive practice and violence reduction fields.
* Identify and respond to learning from various sources e.g. SI’s, published evidence and research and local and national.
* Ensure that the standards, procedures and polices relating to restrictive practices are easily accessible and understood by members of teams.
* To develop, share and implement the most effective models and interventions to reduce restrictive practice.
* To advise and support any changes and updates to the Physical Intervention training.

**Unit level support**

* To participates fully in the work of multi-disciplinary teams in the assessment and management of risks posed by service users, to support in the development of individual care plans, ensure compliance with agreed security criteria and operational procedures and to promote integration of therapeutic and security objectives.
* Be an expert resource with complex situations, working closely with clinical teams where needed.

**Continuous Improvement**

* Undertake investigations of incidents, which involve restrictive practice and ensure learning from events is cascaded and embedded in practice.
* To work with RVR leads and instructors to review learning and training for staff CPD.
* Adopting a quality improvement approach and methodoly in your work
* Supporting regional and site level quality improvement projects where necessary

**Governance**

* Support the Regional Nurse Director in the preparation and chairing of the positive and safe care regional meetings
* Undertaking specific thematic reviews ensuring triangulation of data to improvement patient experience
* Support reviews of policy to ensure the organisation meets all its legislative requirements

**Key Result Areas**

In addition, the post holder will work towards the following key result areas:

**Service User Care**

* Working with the Nursing Directorate (Positive and Safe Care), clinical teams, operational teams and instructors in the Learning and Development team to ensure the successful delivery of the organisational positive and safe strategy.
* In conjunction with the Corporate Nurse Director (Positive and Safe Care), clinical teams, operational teams and the instructors in the Learning and Development team, monitor the quality and clinical effectiveness of service provision and raise any service related issues as required.

**Service user Experience**

* To support co-production in all areas of practice.
* To respond to units who require additional support in a timely manner and fulfil a specialist advisor role or offer support as necessary. Response will be professional and competent across all levels of response, ensure safety and minimise risk.

**Service User Safety**

* To ensure that you support specific quality improvement projects within the sphere of reducing restrictive practices.
* To ensure compliance with all statutory guidance and report identified areas of practice that are contrary to this to the Corporate Nurse Director (Positive and Safe Care).

**Policy/Service Development**

* To work in line the organisation’s Restraint Reduction Network Reducing Restrictive Practices Checklist action plan to support a year on year improvement of our risk assessment score.

**Analytical/Judgemental Skills**

* Able to respond to changes in clinical practice across mental health and learning disabilities.
* Be able to analyse and interpret complex information from a variety of data sources.

**Resources**

* To ensure that positive actions are taken to meet set key performance indicators in relation to Positive and Safe Care

**Policy Service Development**

* To support the implementation of the organisations Positive and Safe Care Strategy and Policy.
* To support staff to work fully in line with the RRN Bild standards and other national guidance such as NICE or Royal College standards.
* To support in ensuring the organisation has a strong culture of placing the service user at the heart of reducing restrictive practice.

**Communication**

* To ensure a close working relationship with the Learning and Development team in ensuring we have a co-ordinated approach ensuring training needs are both identified and met.

**Learning Organisation**

* To support both local and organisational learning occurs from reviews of restrictive practices and ensuring these are reported into local and organisational governance systems.
* Ability to respond to identified nursing care-related challenges (e.g. CQC, Commissioner, Service and complaint-led).

**Human Resources**

* To promote positive and appropriate attitudes and behaviors by all staff, and a positive organisational culture.
* To contribute to specialist training provision as required for all areas of the organisation as required.

**Research & Development**

* To undertake research and investigations as required and ensure findings are used to inform practice and enable decision-making. Reports produced will be analytical, factual, in correct format and timely.

**Health, Safety and Security**

All employees have a duty to report any accidents, complaints, defects in equipment, near misses and untoward incidents, following company procedures.

To ensure that Health and Safety legislation is complied with at all times, including COSHH, Workplace Risk Assessment and Control of Infection.

**Company Values**

Responsible for embodying, and encouraging in others, the Company Values, using the behaviours identified for each value as a basis for decision-making and your behaviour.

**Equal Opportunities**

It is the responsibility of every person to act in ways that support equality and diversity. Equality and diversity is related to the actions and responsibilities of everyone. You are required to carry out your duties in line with the company’s policies and procedures, including relevant legislation, to deliver and promote inclusion and equity in treatment of colleagues and those within our care and access to opportunity at work at all times.

**Mandatory Training**

Be aware of and undertake mandatory and other training requirements necessary for the successful and safe performance of your job, including relevant updates.

Any other duties necessary for the successful performance of the role.

**Review**

This Job Description is not exhaustive and will be reviewed periodically, in the light of business/service/professional development, in conjunction with the post holder.

Please add signature and date indicating acceptance of this Job Description.

Employee Name: ………………………………………….

Employee Signature: ………………………………………….

Date: ………………………………………….

Manager Name: ………………………………………….

Manager Signature: ………………………………………….

Date: ………………………………………….

 **Person Specification**

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| QualificationRRN qualification or appropriate experienceGood standard of general educationEvidence of continued professional developmentClinical background or significant experience working or advising in a clinical service | Essential/ DesirableEssentialEssentialEssentialDesirable | AssessmentInterview assessment |
| ExperienceSignificant experience in a role advising on violence reductionHealthcare experienceSignificant experience in advising and teaching staff within a healthcare environment | EssentialEssentialEssential | Interview assessment |
| Communication skillsExcellent written and verbal communication skillsAbility to write a report where neededAble to effectively work as part of a team or independently when needed.Ability to negotiate and influence clinical practice | EssentialEssentialEssentialEssential | Interview assessment |
| Ability to travel/ use of car | Essential |  |