

**PERSON SPECIFICATION FOR**  
School Nurse at Lexden Springs Residential Special School

	Essential	Desirable
<b>Qualifications</b> <ul style="list-style-type: none"> <li>RSCN / RN Child Branch/LD</li> <li>BSc</li> <li>Mentorship / teaching equivalent</li> </ul>	✓	✓  ✓
<b>Experience</b> <ul style="list-style-type: none"> <li>Minimum of 3 years at Band 5/6 in school health, Children's Community Nursing, Learning Disability setting or children's nursing</li> <li>Experience of working with children with additional/complex needs</li> <li>Minimum 1 year management experience</li> <li>Experience of working within a multi-disciplinary team</li> <li>Mentoring / supervision of other professionals.</li> <li>Evidence of change management to improve the patient experience</li> </ul>	✓  ✓  ✓  ✓	✓    ✓
<b>Knowledge</b> <ul style="list-style-type: none"> <li>Articulates understanding of NMC Code of Professional Conduct, Scope of Professional Practice and its application to clinical practice.</li> <li>Sound clinical knowledge of current issues affecting children with additional/complex needs</li> <li>Clear understanding of and a commitment to clinical governance</li> <li>Articulates understanding of relevant nursing research / evidence based practice and can apply findings to practice.</li> <li>Articulates understanding of National guidelines, including the safety agenda, relating to children and current legislation /guidance</li> <li>Articulates understanding of managing clinical risk</li> </ul>	✓  ✓  ✓  ✓  ✓	
<b>Skills</b> <ul style="list-style-type: none"> <li>Able to work independently and seek advice when necessary</li> <li>Good communication skills, is able to make presentations to colleagues, other professionals/agencies</li> <li>Able to work across professional team/ organisational boundaries</li> <li>Good organisational skills</li> <li>Good people skills</li> <li>Time management and prioritisation skills</li> <li>Computer skills</li> <li>Expert clinical skills</li> <li>Ability to communicate complex concerns effectively – verbal / written</li> </ul>	✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓	
<b>Physical Effort</b> <ul style="list-style-type: none"> <li>Moving patients, lifting and transferring equipment</li> <li>Ability to meet demands of daily activities</li> </ul>	✓ ✓	

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<b>Personal Attributes</b> <ul style="list-style-type: none"> <li>• Ability to reflect on and appraise own performance with documented evidence of continuing professional development</li> <li>• Act as a professional role model</li> <li>• Evidence of empowering others</li> <li>• Approachable, sensitive to the needs of children /parents/carers/colleagues/class staff</li> <li>• Adaptable/flexible</li> <li>• Confident to act as patient advocate/take responsibility</li> <li>• Evidence of reliability and personal integrity</li> </ul>	✓  ✓ ✓ ✓  ✓ ✓ ✓	
<b>Emotional and Mental Effort</b> <ul style="list-style-type: none"> <li>• Frequent concentration on patient related activities, unpredictable patient / families demands</li> <li>• Maintaining record keeping</li> <li>• Ability to work effectively in busy ever- changing environment.</li> <li>• Exposure to emotional and distressing circumstances in care</li> <li>• Adapt to working environment changes depending upon many health and social issues</li> <li>• Skills to recognise clinical need, take action and respond appropriately.</li> <li>• Provide support to all team members/ parents/ carers and families</li> </ul>	✓  ✓  ✓  ✓  ✓	
<b>Working Conditions</b> <ul style="list-style-type: none"> <li>• Tolerate high level of noise demanding concentration</li> <li>• Constantly aware of personal safety</li> <li>• Child focused environments</li> <li>• Independent working</li> </ul>	✓ ✓  ✓ ✓	