

Named Nurse Safeguarding Adults – Health Safeguarding Team

Department: Health and Care Jersey

Section: Chief Nurse

Reports to: Designated Nurse Adults and Children

JE Ref: HCJ1373

Grade: NM07

JE Date: 17/06/2025

Job purpose

- The post holder will have a key role in developing and embedding safeguarding leadership and excellent professional practice across Health and Care Jersey (HCJ). This is an Island wide role across all services and ensure colleagues are supported and confident in their safeguarding responsibilities.
- The role will include working alongside the Named Nurse Safeguarding Children and team members to develop a robust culture of safeguarding practice across Health and Care Jersey and the wider health systems. They will ensure there is an effective safeguarding governance framework in place and promote effective multi agency working supporting other safeguarding health leads to promote safeguarding.
- The post holder will provide specialist safeguarding advice and assistance in individual cases where there are serious concerns about unmet physical and emotional health needs for adults assisting partnering agencies in identifying creative solutions to overcome obstacles and achieve appropriate resolutions and positive outcomes.
- Participate and carry out safeguarding reviews, assessments and analysis of data or information from a wide range of different sources and provide a pivotal role in the design, delivery and evaluation of safeguarding training for all staff across Health and Care Jersey, and community based health provider settings.

Job specific outcomes

- Provide professional leadership and be accountable as Named Nurse for Adults safeguarding for the management and co-ordination of safeguarding of adults across the healthcare community representing Health and Care Jersey
- Provide high quality, evidence based safeguarding advice to staff, which is in line with current legislative guidelines and best practice.
- Provide a pivotal role in safeguarding training for all staff across both the hospital and community-based health provider settings
- Provide advice and guidance in relation to complaints, complex cases and cases identified as high-level risk.
- Provide a visible and accessible presence across the island.
- Develop, review and update safeguarding policies and procedures.
- The Named Nurse will be responsible for the line management of the Safeguarding Adults Advisor.
- Work in collaboration with partner agencies.
- Responsible for the design, implementation, delivery and evaluation of safeguarding training for staff across the organisation.
- Responsible for the development, update and delivery of the safeguarding training strategy and Matrix
- Responsible to lead in the development and delivery of safeguarding supervision.

- Provide Quarterly and annual assurance reports for Governance committee
- Provide safeguarding supervision to Safeguarding Advisor and specialist safeguarding staff.
- To assist in the development of the safeguarding strategy and promotion of safeguarding as part of everyday clinical and non-clinical practice.
- To support, lead and oversee safeguarding audits. This includes supporting implementation and recommendations highlighted by the audit and/or formulating any training needs for staff and /or review of training.
- Responsible for completing Independent Managers Reviews, Rapid Reviews, learning reviews, and other reviews and ensure recommendations and lessons learned from Reviews are disseminated and embedded into practice.
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- Work in collaboration with other Named Professionals to provide direct support to departmental leads.
- Ensure HCJ is kept up to date with legislative changes, safeguarding updates, relevant evidence-based information, via communications and intranet pages.
- Provide direct support to the Safeguarding Adult Advisor in embedding a safeguarding culture across the organisation.
- Work alongside Named professionals and Lead Nurses in the monitoring of quality improvement as part of quality assurance framework for safeguarding.
- Ensure an integrated approach across all service providers for shared learning, to improve quality of service delivery and prevent untoward incidents from reoccurring.
- Collaboratively working with the Named Nurse Children's Safeguarding and the Safeguarding Advisors, to ensure roles develop and complement each other to ensure appropriate cover is provided at all times.

Leadership and Management

- Support the Designated Nurse with the implementation of actions arising from serious case reviews, serious incidents, Domestic Homicide Reviews and learning reviews
- Ensure the Duty of Candour is applied in relation to safeguarding as required
- Demonstrate effective leadership by ensuring staff are aware of their responsibilities in relation to safeguarding adults.
- Demonstrate a working knowledge of safeguarding, clear governance, legislation, policies and procedures and safer recruitment.
- To take the lead for dealing with complex and emotional cases relating to safeguarding adults, providing a means of supervision and support after traumatic / stressful situations for staff.
- To prepare and present reports as required to the HCJ safeguarding Committee meetings.
- To participate in strategy and professional meetings when adults have suffered harm or likely to suffer significant harm.

Education Training and Supervision

- Ensure a robust system is in place to provide safeguarding supervision for health staff and that the impact of this is evaluated
- Develop and deliver training programmes for adults, children and young people at risk across the health system with the Named Nurse Children's Safeguarding
- Act as a professional role model, providing evidence-based information and research, exhibiting advanced practice and clinical practice knowledge which enhances policies and procedures.

Communication and coordination

- A high degree of effective communication, networking and liaison will be required to establish and maintain good working relationships within health and with other agencies
- Attend regular meetings with managers and clinicians to ensure safeguarding is maintained within strategic plans and service delivery.
- Deputise for the Designated Nurse when required at the Safeguarding Partnership and other related sub-groups and working groups.
- Maintain links beyond Jersey with support groups such as Safeguarding Adults National Network of Named Practitioners and other groups in order to maintain up to date specialist knowledge

- Attend and participate in appropriate subgroups of the Safeguarding Partnership
- Participate in multi-agency partnership working, providing a 'health' perspective, voice and context to any strategic safeguarding developments and complex safeguarding adults issues
- To provide high visibility particularly supporting areas with high levels of safeguarding concerns and act as a resource to empower colleagues to act safely in regard to safeguarding.

Managing self

- Maintain extensive and contemporary knowledge of safeguarding adults by participating in ongoing education and continuing personal and professional development.
- Participate in regular management and safeguarding supervision.
- Attend training in line with the Intercollegiate Documents.
- Participate annually identifying, developing and agreeing your own development plan with your line manager, using HCJ appraisal process.
- Comply with all HCJ policies, procedures and protocols
- Carry out duties with due regard to HCJ Equal Opportunities Policy.
- Seek advice and support from your line manager whenever necessary.
- Access wellbeing support as required.

Staff Supervision and Support

- Provide line management and support to your team members around their personal health and wellbeing.
- Support the Safeguarding Adults Advisor in their role.
- Provide advice and support to staff attending statutory meetings and interagency meetings.
- Provide expert safeguarding supervision for staff and follow Managing Professionals Differences and escalation Policy if concerns arise.
- Support the network of professional's across HCJ to promote safeguarding in line with HCJ policies and procedures and local and national updates.

Safeguarding

All staff members have a duty to report any concern they have about the safety or wellbeing of children, young people, and members of their families and adults who pose a risk. Staff should be aware of their roles and responsibilities to both prevent and respond appropriately to abuse. They should undertake the safeguarding training required for their role.

Clinical Governance

- To work with the Designated Nurse and other health professionals to facilitate quality assurance programmes to measure standard's outcomes and risk in respect of safeguarding.
- Undertake audits within HCJ and participate with Safeguarding Partnership audits.
- To provide high quality restorative safeguarding supervision to allocated individuals and groups in line with best practice.
- To lead in the sharing of information on new research and lessons learned from serious case reviews and other complex cases ensuring best practice outcomes throughout HCJ.
- Support the Designated Nurse in the delivery and monitoring of a safeguarding assurance framework that reflects the organisations obligations and responsibilities.
- To work with the Designated Nurse to identify safeguarding risks, ensuring these are entered onto the risk registers appropriately ensuring they are reviewed and updated as required.
- Act as the safeguarding lead in cases of staff allegations involving adults, working in conjunction with Health and Care Jersey and the Adults Workforce Designated Officer (AWDO)
- Provide Safeguarding advice to support recruitment and selection.

Working Relationships

The post holder will be receiving highly confidential and sensitive information, dealing with high levels of distress and anxiety. The post holder will need to liaise effectively with a wide range of Health and Social Care staff in addition to external providers. They will need to demonstrate:

- Empathy
- Confidence
- Active listening and negotiation skills
- Excellent interpersonal skills including the ability to provide advice, guidance and feedback.
- Ability to work closely with the Designated Nurse Safeguarding Adults and Children and other Named Safeguarding Professional's across HCJ.
- Excellent interpersonal skills to adapt to working relationships.
- To collaborate with professionals in the strategic development of the service by the application of knowledge of national and local child protection strategies, research and audit.
- To develop and encourage appropriate level of multi-agency and multidisciplinary communication both within and external to HCJ.
- Understanding the role's flexibility regarding changing of daily priorities and working in fast paced environment when immediate action needs to be taken.

HCJ Core Values

Great values are at the heart of every good organisation. Our values and behaviours framework were designed by our people. They shape our culture and drive our behaviour. Values are more than words. Values are actions. They are evident in everything that we do, as individuals and as an organisation. We bring our values to life through our everyday interactions, as well as through our bigger initiatives.

Our 5 core values as an organisation are:

We are respectful

We care about people as individual's and show respect for their rights, views and feelings

We are better together

We share knowledge and expertise, valuing the benefits of working together

We are always improving

We are continuously developing ourselves and our services to be the best they can be for Jersey

We are customer focused

We are passionate about making Jersey a better place to live and work for everyone

We deliver

We are proud of Jersey as a place and are passionate about sharing and delivering great public services.

Our values are supported by a set of high-level behaviours, which guide us in our individual role.

Policy and Service Development

- Knowledge of Health and Community Services systems and structures
- Working knowledge of Jersey legislation in relation to Safeguarding

Dimensions

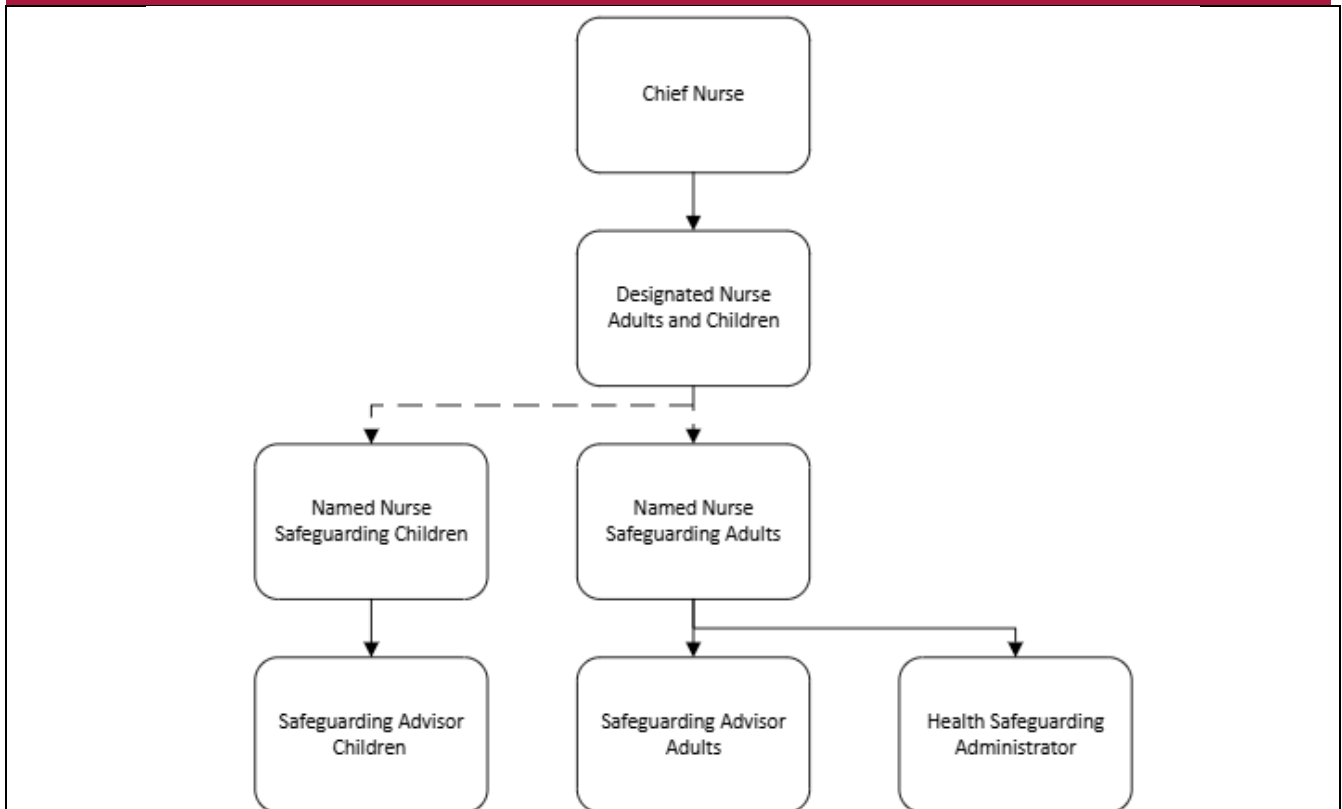
NB. The above does not purport to be an exhaustive list of duties but is intended to indicate the range and type of duties required. The duties of the post may alter to reflect changing practices within the service.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The jobholder is not permitted to undertake political activity involving standing for election to the States or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p> <p>Please state the level of education and professional qualifications and / or specific occupational training required.</p>	<ul style="list-style-type: none"> 1st level Registered Nurse 4 years post qualifying experience, at least 2 at senior level Recognised Teaching/Mentoring qualification Degree in health-related field 	<p>Has a Master's degree or equivalent credits and/or working towards it.</p> <p>Completed training in safeguarding prior to commencement in the post (including law, policy, and practice at Level 3)</p> <p>To complete specific training in safeguarding within the first year, including Masters modules</p>
<p>Knowledge</p> <p>This relates to the level and breadth of practical knowledge required to do the job (e.g. the understanding of a defined system, practice, method or procedure).</p>	<ul style="list-style-type: none"> Evidence of safeguarding children and adults training to Level 3 Understanding of wider health determinant Evidence of both professional and managerial development and skills which meets NMC requirements. Sound knowledge of Safeguarding, Data protection, GDPR knowledge, information sharing In depth knowledge of Intercollegiate guidance Training qualifications or equivalent experience Experience in collating, interpreting and analysing audits, data and produce clear, concise reports. Experience in providing expert clinical advice and support to staff and patients on safeguarding related Issues. Experience in liaising with outside agencies 	<p>knowledge of legislation and policy relating to safeguarding adults at risk</p> <p>Extensive safeguarding experience</p> <p>In-depth knowledge of adult safeguarding issues, and the ability to relate them to clinical and non-clinical practice.</p> <p>Experience in strategic planning, of safeguarding teams and services</p> <p>Experience in dealing with and investigating concerns.</p> <p>Experience in report writing for safeguarding case reviews</p> <p>Experience of contributing to safeguarding adult reviews and safeguarding decision making</p> <p>Experience of leading on development and on implementation of safeguarding policies</p> <p>Has previous experience of representing Health at JMARAC and JMAPPA and Safeguarding</p>

	<ul style="list-style-type: none"> • Knowledge and experience of teaching in clinical practice • Experience of providing supervision to a range of disciplines. • Ability to collaborate constructively with internal and external partners to create the conditions for successful partnership working • Fully conversant with the national safeguarding agenda 	<p>Partnership Board sub committees and Committees.</p> <p>Is a trained provider of safeguarding/ supervision Expert knowledge of mental capacity (Capacity and Self-Determination Law in Jersey)</p>
<p>Technical / Work-based Skills</p> <p>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</p>	<p>Competent in use of Excel as an audit tool or national database for input and analysis of adult safeguarding data. Competent with Microsoft Office (i.e. Word, and PowerPoint).</p> <ul style="list-style-type: none"> • Presentation skills • Excellent IT skills including Excel and Microsoft Teams • Supervision skills 	
<p>General Skills/Attributes</p> <p>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</p>	<ul style="list-style-type: none"> • Can evidence excellent decision making in a safeguarding adult related context. • Professional appearance & behaviour • Good previous attendance record • A team player able to work well with others & demonstrate commitment to team objectives and changes in practice • Ability to work effectively in a busy environment • Excellent verbal communication and interpersonal skills, able to deal with extremely stressful and conflict situations demonstrating tact, diplomacy, persuasion as well as authority 	<p>Experience of working as an adult safeguarding lead.</p> <p>Experience of leading the development, delivery and evaluation of training programmes for multi professional staff groups</p> <p>Experience of managing service change.</p> <p>Proven track record of multi-agency working</p> <p>Experience of leading and managing teams effectively</p> <p>Expert knowledge of Capacity and Self determination Law .</p>

	<ul style="list-style-type: none"> • Ability to problem solve, anticipate and forward plan • Is flexible approach to working hours & practices • Excellent communication skills including the ability to prepare and produce concise communications for dissemination to partners from a broad range of agencies, disciplines and services • Able to work autonomously and with the team, ability to innovative and motivational 	
<p>Experience</p> <p>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</p>	<ul style="list-style-type: none"> • Experience of managing risks, reporting and escalating concerns • Experience of developing and delivering training packages • Experience of analysing complex information which may be conflicting and drawn from multiple sources 	Demonstrated experience of joint working in complex and challenging environments
<p>Criteria relating to Safeguarding.</p> <p>Other requirements needed to confirm suitability to work with children and/ or adults at risk to include skills, abilities, experience, behaviours and attitude/ motivation and values towards children and/ or adults at risk.</p> <p>Please include any responsibility for children and / or adults at risk in the role and any safeguarding responsibilities and include whether DBS vetting will be required.</p>	<ul style="list-style-type: none"> • Ability to support and provide expert advice on safeguarding concerns. • Able to challenge decisions and articulate rationale effectively • Able to contribute the health perspective in multi-agency meetings 	