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Principal: Roland J. Gooding OBE

Application for Special School Nurse (Band 5)

Thank you for your interest in the vacancy for the above position.

Valence School is a Kent County Council Foundation residential and day Special School for students from age 4 to 19 with physical disabilities, complex medical needs and associated learning difficulties. We are part of the Kent Special Educational Needs Trust (KsENT). We have a large, dedicated staff team of over 250 people providing specialist teaching, social care, therapies and nursing care to an exceptionally high standard.

Valence School is a supportive environment and a rewarding place to work, and whether working directly with our students or in a school support role, every member of staff participates in enabling students to learn and aspire to achieve meaningful independence. Students flourish in a supportive but challenging environment, making good educational progress and achieving a range of accreditation as they get older.

If you would like to arrange a tour of the school, please contact the HR team on 01959 567841. Please also see our website videos to see our school in action in our curriculum pathways: [Formal](#), [Semi-Formal](#) and [Pre-Formal](#) and our [residential provision](#).

Please find attached the following forms:

- Application Form & Equality Monitoring Form - to [complete online](#)
- Copy of the Advertisement
- Job Description and Person Specification
- Valence Vision & Ethos

The closing date is **4 May 2025** and we look forward to receiving your completed forms at your earliest convenience. Interviews will take place on the **15 May 2025**.

We reserve the right to close this vacancy, interview and appoint if we receive sufficient applications for this role.

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all staff to share this commitment. References will be taken up before interview and online checks undertaken for shortlisted candidates. Successful applicants will need an enhanced DBS check (this post is subject to the Rehabilitation of Offenders Act). Please note that smoking (including e-cigarettes) is prohibited within the school premises and grounds.

Our Child Protection Policy can be found on our [website](#)

Should you require any additional information please do not hesitate to contact us.

Yours sincerely
Sarah Lowndes
HR Manager

SPECIAL SCHOOL NURSE BAND 5

Salary equivalent to NHS Band 5

0.6 WTE (3 days) - Term Time + 2 weeks (41 working weeks + 6.8 weeks paid holiday)

Permanent - 8 hour shifts (including a 30 minute lunch break) on a set weekly shift pattern, including morning, afternoon, evening and school day shifts between the hours of 7am-9pm - Flexibility will be considered

Benefits include a generous pension (equally comparable LGPS pension) & life cover, retail discounts, training opportunities, well-being sessions, free on site parking.

Based in beautiful Westerham, Kent, Valence School is a local authority maintained school, supporting students aged from 4 to 19 with complex medical needs. We are looking to recruit nurses to meet the needs of both day and residential students.

We are seeking a Special School Nurse who would welcome the opportunity to be part of an exciting venture, helping to shape a revised model of practice delivery within our school. As part of a wider health team, you will enjoy working collaboratively to find solutions and demonstrate empathy and understanding and who is uncompromising in their desire to attain the best care for our students.

Supported by a team of Healthcare Assistants, our nurses will deliver staff training, and assess levels of staff competence, developing a robust programme of teaching and training. Nurses will contribute to the assessment of students on admission and following any change in needs, will work with external agencies to facilitate specialist clinics and immunisation programmes, support the development and review of student care plans, manage medication within the school and maintain student's emergency protocols.

You will be confident in the understanding of evidence-based practice and will be able to prioritise your work to provide direct care, assessment and support when required.

At Valence School, we celebrate diversity and recognise the benefit of having a multidisciplinary team. We therefore welcome applications from nurses within Adult, Children or Learning Disability fields. To meet the needs of our students, we are particularly interested in applicants with experience in respiratory care, tracheostomy care, suctioning, enteral feeds, jejunostomy and gastrostomy care. In return, you will be provided with regular support and clinical supervision, support with revalidation and seizure management a bespoke induction and a rewarding and interesting post.

For details please visit www.valenceschool.com > work for us or contact HR on 01959 567841 or email vacancies@valence.kent.sch.uk

Application closing date: 4 May 2025

Interview date: 15 May 2025

We reserve the right to close this vacancy, interview and appoint if we receive sufficient applications for this role

Valence School is committed to safeguarding and promoting the welfare of every student and we expect all our staff and volunteers to share this commitment. We value diversity and promote equality for all.

References will be taken up before interview and online checks undertaken for shortlisted candidates. The successful applicant will require an enhanced DBS check (this post is subject to the Rehabilitation of Offenders Act)



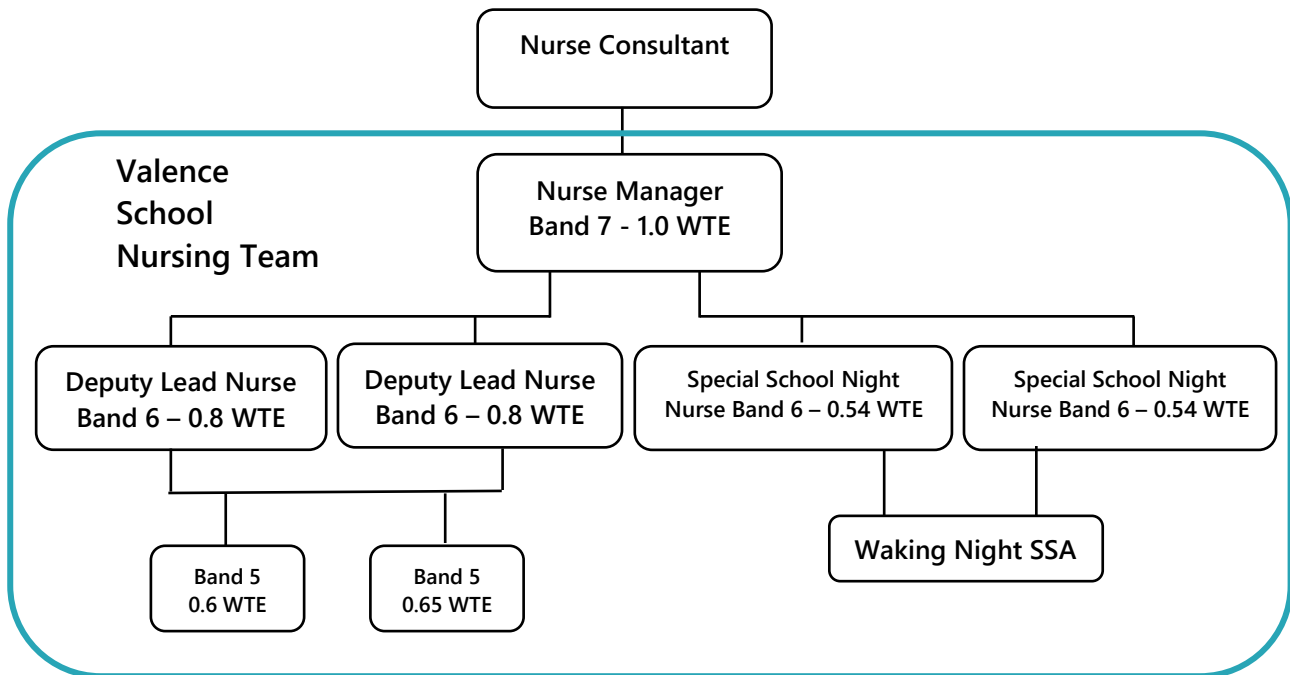
Valence School Job Description:

SPECIAL SCHOOL NURSE (Band 5)

Responsible to: Nurse Manager and Deputy Lead Nurse

Main purpose

- To be actively involved within the nursing team at Valence School, supporting students, their families and wider staff teams to meet the medical needs of our students, safely, effectively and with a positive experience of the services provided.
- To be kind and responsive but professional and informative and contribute to the quality of the services provided within the school by keeping students and staff as safe as possible using sound clinical skills and effective risk assessments.
- Ensuring the best possible clinical outcomes by using up-to-date skills and adhering to evidence-based policies and procedures
- Ensuring that all stakeholders involved have a good experience by respecting, empowering and working in partnership with individuals throughout the care planning process.



- The nursing team is comprised of Band 6 and Band 5 nurses, led by a Band 8 Head of Health.
- The nursing team works alongside therapists and school staff to an integrated model of care.
- The post holder provides support to the Deputy Lead Nurse and Head of Health in the day-to-day operational management of the team, offering support and leadership and deputising for the Deputy Lead Nurse when required.
- Post holders will be provided with clinical advice, guidance and supervision from the Deputy Lead Nurse and Head of Health, who in turn, will be supported by an experienced external consultant.
- The post holder will ensure that resources are used effectively, planning the workload to meet the priorities with the most efficient use of time, equipment, manpower and other resources (e.g., medical devices)

Duties and responsibilities

- To support, supervise and develop the knowledge and skills of Health Care Assistants within the team.
- To provide guidance, training and support to staff working alongside our students across educational and residential provision.
- To be able to manage and respond to changes in health needs. To be able to assess and take action according to the health needs presented and to contribute to ongoing support and intervention when required.
- An ability to assess, plan, implement and evaluate holistic care linked to packages of prescribed care.
- Able to contribute to the development of integrated care programmes in partnerships with students and their families.
- To ensure that communication with students, staff, and other departments is effective and contributes to securing efficiency and high standards of care and personal development for students within a learning and residential environment.
- To maintain high standards of safety and observe good practice in relation to health and safety and safeguarding in all issues and report any concerns to line management.
- To pro-actively observe and comply with all school policies and procedures relating to child protection, equality and diversity, health, safety and security, confidentiality and data protection reporting all concerns to an appropriate person.
- To appropriately use the recording and reporting processes whenever appropriate.
- To maintain a flexible "can do" approach.

Communication and Working Relationships

- Maintain constructive relationships with a broad range of internal and external stakeholders.
- Support the learning ethos of the school in undertaking relevant projects and initiatives to provide information, advice and expertise.
- Provide, receive and understand complex, sensitive information relating to children and young people with complex continuing health care needs.
- Possess an ability to accurately present highly complex information, negotiate and effect change through skilled communication with internal and external holders.
- Support others within the Valence Health Team to recognise and identify specific barriers (e.g learning disabilities, age and cognitive abilities) to understanding treatment needs and to work

collaboratively with teams to ensure that the young person and family remain involved and informed.

Analytical and Judgement skills

- Contribute to performance improvement, taking a lead for identified areas where agreed.
- Advanced clinical skills to meet the needs of children with complex health conditions and the ability to work autonomously within the field of specialist practice, making clinical priority decisions based on individual assessments.
- Provide guidance and support to the health team where diagnoses or health care interventions may be unusual and /or complex.
- Ability to critically analyse a clinical situation or change in condition relating to a child/young person and respond accordingly using skills of judgement to make decisions on appropriate action to take within the margins of own professional registration.
- Ability to utilise knowledge and experience of advanced clinical skills to accurately assess the needs of children and young people with complex health conditions who are referred to the service.
- Ensure practice is evidence-based, keeping up to date with relevant research and national guidance and any changes that occur.
- Ability to work within and support a small team, where the skills and expertise of team members are utilised proficiently, and work delegated appropriately according to level of skill and experience.
- Work effectively as part of an integrated team and report any concerns or operational difficulties to the Nurse manager or Senior On Call. To seek advice and guidance from the specialist nurse consultant or external professionals to resolve and retain best practice outcome.

Planning and Organisational Skills

- To ensure that resources are used effectively, planning workload to meet the priorities of patient care by the most efficient use of time, equipment and manpower and other resources (medicines, medical devices).

Physical skills

- Ability to undertake accurate and holistic assessment of children and young people's continuing care needs.
- Correct and safe use and understanding of medical device equipment relating to the child or young with continuing care needs.
- Good use of IT skills to appropriately collect, share and retrieve information relating to children with Continuing Healthcare Needs.
- Good hand-eye coordination and accuracy essential to safely operate medical device equipment whilst maintaining the safety of the child or young people.
- Ability to drive during the working day when required, for the purpose of attending training, meetings and assessments.

Responsibility for Patient/Client Care

- To comply with professional codes of conduct, relevant organisational policies and procedures.

- To use clinical judgement and risk assessments to keep the people using the services as safe as possible.
- Maintain accurate, legible, comprehensive records and undertake regular audits of compliance.
- To support the development of policies, procedures and guidelines relating to own work function and with an impact on the wider organisation, as required.
- Integrate best practice and identification of areas where improvement in practice is required.

Freedom to Act

- Work within the Nursing and Midwifery Council (NMC) Code of Professional Conduct at all times.
- Accountable and responsible for own professional actions.
- Support and enact decisions relating to the health needs of an individual child or young person and interpreting and determining levels of clinical deterioration with regards to life limited/life threatened children and young people receiving care at school, specifically providing an appropriate plan, including seeking urgent medical review as required.
- Responsible for providing detailed feedback to all team members and sharing information relating to specific health needs, progress of individuals, family status etc.
- Able to escalate safeguarding concerns to the Designated Safeguarding Lead and assist in making a referral to social care agencies where significant risks are apparent.

Physical Effort

- Occasional awkward positions (such as kneeling and crouching) during the delivery of specific clinical care.
- Potential for prolonged VDU usage
- Occasional handling of heavy equipment, such as medical device equipment in the school setting.

Mental Effort

- Ability to organise and plan mainly predictable workload effectively, but able to react to unpredictable workload for self and team as required.
- Ability to respond to changes quickly and efficiently both of a workforce and clinical nature that require urgent solutions and action, often within a set period of time.
- Ability to concentrate carefully for short, medium and long periods of time during each training session to ensure all clinical care is delivered effectively and safely and any subtle queues from the child/young person are detected and acted upon, further to assessment or review information.

Emotional Effort

- Ability to work effectively with families of children and young people with long term often life threatening/life limiting conditions which are frequently of a degenerative nature.
- Repeated and direct associations with vulnerable Children and Young People with little or no means of communication who are entirely dependent on others for all aspects of their care.
- Working with parents, carers and siblings of severely disabled and life limited children and young people and experiencing their emotional grief and loss on a daily basis.

- Working within a service which is constantly exposed to high levels of emotional effort and being able to effectively support colleagues appropriately and respond to crisis within a workforce.
- Working in a service that is required to demonstrate activity and expenditure that is value for money.

Please note that this is illustrative of the general nature and level of responsibility of the work to be undertaken, commensurate with the grade. It is not a comprehensive list of all tasks that the postholder will carry out. This job description may be amended at any time in consultation with the postholder.

This role involves contact with and responsibility for children and young people and will be engaged in regulated activity. The law requires this position to have an enhanced criminal background check. This is to protect children and vulnerable adults and to safeguard positions of trust. The position is therefore exempt from the Rehabilitation of Offenders Act. If your application is taken further you will be asked to declare details of any criminal record, even convictions that are 'spent' according to the act. If you are offered the post this information will be checked against DBS.



Valence School Person Specification:

NURSE (Band 5): Special School Nurse

The following outlines the criteria for this post. Applicants should describe in their application how they meet these criteria.

	Essential	Desirable
Qualifications		
RN in Child or Learning Disability Nursing and currently registered with NMC	x	
Post registration qualifications / specialist training relevant to speciality		x
Experience		
Experienced in assessing and developing patient care plans	x	
Experienced in working / clinical placement with children with complex needs	x	
Experience of MDT working		x
Experienced in working with children and young people in a school or community setting		x
Evidence of recent CPD	x	
Skills		
High standard of clinical expertise	x	
Excellent communication skills, written and verbal, with all ages and abilities of understanding	x	
Ability to work independently, work is managed rather than supervised; works within clear code of practice	x	
Ability to work with and empower children and young people of all abilities		
Problem solving skills	x	
Ability to identify own learning needs	x	
Teaching and assessing skills	x	
Dexterity essential to safely operate medical device equipment	x	
Assess patient/clients plan develop/implement programmes of care conditions, using judgement when assessing /evaluating patients' conditions	x	
Ability to work as part of a team and support development of others	x	
Ability to adapt to change within work situations	x	
Ability to communicate through Makaton or BSL		x
Knowledge		
Understanding of child development and common complex conditions	x	
Understanding of the health needs of people in their care and health promotion	x	

	Essential	Desirable
Understanding of a range of clinical approaches	x	
Awareness of research and evidence-based practice relevant to clinical area	x	
Knowledge of safeguarding and child protection including Keeping Children Safe in Education (Statutory Guidance)		x
Equality		
Be able to demonstrate and understanding of the principles of equality, diversity, and inclusion and how they apply to staff and patients in a healthcare setting. Able to demonstrate personal commitment to challenging discrimination and promoting equalities, at an appropriate level for the post	x	
Other		
Is able to work legally in the UK	x	
Is able to work with children and vulnerable adults and aware of safeguarding	x	
For posts which require a professional registration, postholders hold a valid up to date registration with their professional body.	x	
For posts where postholders are required to drive as part of their role they hold a valid full driving licence which enables them to drive in the UK	x	

The Valence Vision:

To provide all students that attend Valence School with a Learning Pathway that meets their intellectual, physical, social, and emotional needs. By working together with families and a wide range of support agencies, we will ensure that students within each Learning Pathway are valued, supported, and challenged to do their very best in preparation for the next stage of their learning and life in modern Britain.

To achieve our vision, we will work as a whole school team whilst striving to create a distinct identity for each Learning Pathway. Central to everything we do and key to the success of each Learning Pathway will be our Ethos...

The Valence Ethos:

Respectful - Valence students respect the rights, needs and views of others. They seek to create an environment where support for each other is commonplace so that everyone feels that they belong.

Resilient - Valence students take risks and view failure as a good thing. They are encouraged not to give up easily and always try their best.

Independent - Valence students oversee their own learning. They are provided with a wide range of support to enable independence in everything that is required of them.

Positive - Valence students focus on what they 'can do' to develop as an individual and not what they 'cannot do' because of their disability

Passionate - Valence students are encouraged to find and develop their own range of interests and to express themselves as they wish in support of their learning.