

## **JOB DESCRIPTION**

**Job title:** Children and Young People's Dietitian

**Service:** Change4Life

**Salary:** Grade 4 Point 29 – 33

**Hours:** 22.5 hours per week

**Location:** Royal Borough of Kensington and Chelsea and Westminster City Council

**Responsible to:** Operational Manager

### **Summary of job:**

Family Action has been awarded the contract to deliver a new Change4Life Service across the Royal Borough of Kensington and Chelsea and Westminster City Council. The service will form part of a wider whole system plan, which recognizes the importance of early intervention when addressing the determinants of poor physical, emotional health and wellbeing and will be responsive and flexible to changing local needs.

The service will be focusing on national and local public health priorities including, healthy eating, physical activity, oral health and emotional wellbeing to maximise promotion of health messages and support children, young people and families by providing accessible opportunities for families to eat well, move more and live well.

As Lead provider, Family Action along with our subcontracted partners Health Education Partnership and London Sports Trust will deliver three key strands of the service from 1st July 2020:

- Change4Life services that support children, young people and families most at risk of poor health outcomes to eat well and keep active;
- Change4Life themed training and capacity building support for organisations and businesses;
- Change4Life themed neighbourhood projects.

The service will target children and young people resident in the two boroughs who are on or over 91st centile for weight and deliver specialist dietetic and physical activity advice and motivational support to help children, young people and their families to make positive lifestyle changes.

As a Children and Young People's Dietitian, you will provide clinical leadership to and work collaboratively with the Change4Life staff delivering the tier two coaching scheme for children and young people in need of more intensive support to achieve a healthy weight, through the following:

- Supporting staff to undertake a 'health check' to assess diet and deliver specialist dietary advice and plans for children, young people and families.

- Delivering high quality, evidence-based dietetic advice directly to children and young people with varying degree of nutritional complexities.
- Work in close partnership with tier 3 community dietetic services and wider health and social care services to support children with complex needs and develop joint care plans where appropriate.

The role will contribute to the delivery of the organisations strategic aims to ensure Family Action is Stronger than Ever and will model the organisations and service values, representing Family Action in a professional manner at all times.

**Key tasks and responsibilities:**

1. To work within the British Dietetic Association Code of Professional Conduct, Health Professions Council (HPC) Standards, maintaining registration as a dietitian with the HPC (Support to complete CPD requirements will be provided by Family Action).
2. Awareness of and commitment to embrace wider Public Health agenda and outcomes and different models of health promotion for achieving equitable health outcomes, making links to determinants of health.
3. Be professionally and legally accountable and responsible for the delivery of dietetic advice in specialist area of child and young people's weight management.
4. To act as an expert practitioner in advising, consulting, training and delivering evidence based, dietetic advice to colleagues within the wider Change4Life service (including partners) and the family coaching scheme being provided.
5. Provide training to staff delivering the coaching scheme to measure height, weight and waist circumference, and calculate BMI for age using the relevant centile charts. Upskilling and training staff to communicate centile results sensitively and effectively to children, young people, parents or carers from a wide range of backgrounds.
6. To deliver high quality dietetic advice to families where there may be identified allergies in children to support them in implementing Health Eating guidance, adapting the advice for individuals taking into account their existing allergies/intolerances.
7. Communicate complex and sensitive information effectively with patient, parents or carers from a wide range of backgrounds. To tailor information to their needs, ensure understanding of dietary options, risks, acceptance and compliance with their personal plan.
8. Provide dietetic consultation for staff in developing personal 6x week plans for children and young people with individualised goals related to diet, for varying caseloads of

families , including children and young people whose weight is on the 91st Centile or above, without direct supervision and whilst exercising degree of autonomy.

9. Alongside coaching scheme staff assess and treat complex needs children and young people to maintain a healthy weight ; and where necessary visiting and advising families in the most appropriate setting e.g. home; school; children's centres (In line with safe practice standards and latest clinical guidance within the context of Covid-19).
10. To be accountable for producing and authorising specialist dietary plans within the service setting and in partnership with families and coaching scheme staff. Accepting clinical responsibility for a varied children's caseload and to organise this effectively with regard to priorities and use of time.
11. To take a lead role in the teaching and upskilling Change4Life service staff in supporting children & young people and families with dietetic and nutritional advice and plans. To act as a key professional for all allocated cases and to be responsible for day-to-day work/support.
12. To work autonomously using clinical judgement and analytical skills based on experience and knowledge. To demonstrate responsibility for managing workload and meeting targets.
13. To communicate effectively and work collaboratively with colleagues across health, education and social care sectors to ensure delivery of a co-ordinated multidisciplinary service. Developing close working relationships with key health partners such as School Nurses, Health Visitors, GP's and other colleagues from the wider Public Health workforce to ensure a system wide approach.
14. To ensure you have an up to date understanding of and to comply with, Pan-London, national, local and organisational procedures for promoting and safeguarding the welfare of children, young people and vulnerable adults.
15. To attend relevant multi agency meetings and provide written reports when necessary. Including supporting the wider bi-borough C4L programme and attending C4L and other steering groups where relevant and necessary.
16. To maintain accurate electronic case records and up-to-date case files in line with Family Action policies and procedures and national and local best practice guidance WCC & RBKC.

17. To attend team meetings on a regular basis, to make a commitment to regular supervision, to be responsive to critical challenge, advice, feedback and direction, and to demonstrate a commitment to training and development.
  
18. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
  - a) Being people focused
  - b) Reflecting a 'can do' approach
  - c) Striving for excellence in everything we do
  - d) Having mutual respect for everyone we work with, work for and support through our services.
  
19. To comply with Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.
  
20. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
  
21. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required. To be able to travel within locality to deliver support and outside of at times for training and networking opportunities.

## Person Specification

<b>Education, Qualifications and Background</b>	
1.	Registered Dietitian with valid HCPC Registration and to maintain professional registration with the Health Care Professional Council.
2.	At least 2 years post graduate expertise within clinical area of paediatrics and across a wide range of dietetic principles that demonstrates the required breadth of knowledge required to consult effectively and efficiently with disadvantaged and diverse children, young people and their families.
<b>Experience</b>	
3.	Experienced in using professional judgement and clinical expertise to formulate treatment plans (calculation of nutritional requirements, analysis of nutritional intakes, client centred goals) according to evidence based practice and modify according to changes in condition.
4.	Experience in undertaking nutritional assessments (interpretation of biochemistry, anthropometrics, clinical condition, consideration of medications, social environment and diet history) to determine nutritional problems.
5.	Experience of delivering or working within health promotion programmes of support to facilitate sustained behaviour change to the health and wellbeing of children and young people .
6.	Experience in communicating nutrition and dietetic information in an understandable form in a range of different settings to children, young people and their parent/carers clients and carers
7.	Experience of taking a whole family approach, agreeing targets in consultation with children, young people and their families and monitoring, evaluating and measuring progress against them to evidence distance travelled in terms of positive changes to diet and lifestyle.
8.	Experience and ability to write comprehensive evidence based reports and an ability to understand, review and evaluate a range of health related material.
9.	Experience of using range of techniques (Motivational Interviewing/Personal Centred/Community Centred/solution Focussed/CBT) in promoting behaviour change when devising and implementing time limited support plans.
10.	Experience of working in multi – disciplinary teams and ability to build, develop and maintain effective working relationships with key stakeholders especially with tier 3 community dietetic services as well as staff in local health services including GP’s, school health teams and wider social care services.
11.	Up to date knowledge and experience of safeguarding issues and procedures. Including excellent knowledge and understanding of integrated working practices and the range of services and agencies to involve.
<b>Knowledge and Skills</b>	
12.	Awareness of and commitment to delivering the public health agenda and its outcomes, including the C4L programme(s)
13.	Understanding of contemporary health topics, relating to pregnancy, children and young people, families and health including emotional health and wellbeing and ability

	and experience to identify and examine ways in which determinants of health are interrelated.
14.	Excellent motivational, communication and negotiation skills in supporting children, young people, and families to adhere to their plans. Employing empathy, reassurance and analysis to uncover social/psychological factors which may form barriers to long term lifestyle changes.
15.	Understanding of preventative strategies, health inequalities and of the wider social factors (determinants) that affect people's health and well-being.
16.	Excellent inter and intrapersonal skills and experience of successfully engaging diverse communities of families in dietetic plans and advice. 09
17.	Experience in responding to safeguarding risk. Strong record keeping skills, with an understanding of the importance of keeping accurate and appropriate records in line with Data Protection requirements
18.	To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by: <ul style="list-style-type: none"> <li>a) Being people focused</li> <li>b) Reflecting a 'can do' approach</li> <li>c) Striving for excellence in everything we do</li> <li>d) Having mutual respect for everyone we work with, work for and support through our services</li> </ul>
19.	Awareness and understanding of diversity and equal opportunities and a genuine commitment to anti-oppressive practice.
20.	The ability to communicate clearly and professionally through a variety of mediums with parents/carers, children, staff and professionals and excellent verbal, listening and presentation skills, including basic IT skills.
21.	Willing to work flexibly and outside core hours, including early morning, late evenings and occasional weekends.