

## JOB DESCRIPTION

<b>Job title:</b>	Children and Young People's Dietitian
<b>Service:</b>	Change4Life
<b>Salary:</b>	Grade 4 (lower) point 29-33
<b>Hours:</b>	29.6 hours per week (part time)
<b>Location:</b>	Royal Borough of Kensington and Chelsea and Westminster City Council
<b>Responsible to:</b>	Operational Manager

### Summary of job:

Family Action were delighted to be awarded delivery of a Change4Life Service across the Royal Borough of Kensington and Chelsea and Westminster City Council in 2020. The Change4Life Service supports children, young people and families improve their health and wellbeing by providing accessible opportunities to eat and live well, and move more. The service focuses on national and local public health priorities including healthy eating, physical activity, oral health and emotional wellbeing. The service is part of a wider whole system plan, which recognises the importance of early intervention when addressing the determinants of poor physical, emotional health and wellbeing and is responsive and flexible to changing local needs.

Change4Life is responsible for delivering the following three key strands across the Royal Borough of Kensington and Chelsea and Westminster City Council:

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

To deliver Change4Life themed neighbourhood projects.

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

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

- 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 degrees of nutritional complexities.

- Work in close partnership with tier 3 community dietetic services, 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 Family Action's strategic aims and will model the organisational and service values, representing Family Action in a professional manner at all times.

**Key tasks and responsibilities:**

1. 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. Embrace and be committed to the wider Public Health agenda, 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. 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. As well as facilitating coaching supervision.
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. 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. To assess and understand individual needs and support children, young people (CYP) and their families to develop a Change4Life 6-week personal plan with individualised goals related to diet, physical activity, sleep and lifestyle and that also addresses emotional wellbeing.
8. To work closely with the Change4Life Service Physical Activity Coordinator and the wider Change4Life team as well as with external health and social care professionals to inform the development of the individual personalised plan for children, young people and their families.

9. To provide direct support and guidance to families on a 1:1 basis in their homes or in other community settings in relation to the health, care and well-being of children and young people with an emphasis upon promoting children & young people's safety, and healthy lifestyles.
10. 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.
11. 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.
12. Alongside coaching scheme staff, assess and treat children and young people with complex needs to maintain a healthy weight; and where necessary visit and advise 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).
13. 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.
14. Take a lead role in 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.
15. Work autonomously using clinical judgement and analytical skills based on experience and knowledge. To demonstrate responsibility for managing own workload and meeting targets.
16. 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.
17. 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.

18. Attend relevant multi agency meetings and provide written reports when necessary. Including supporting the wider bi-borough C4L programme, attending C4L and other steering groups where relevant, and necessary.
19. 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.
20. 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.
21. 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.
22. To comply with Family Action's Equality & Diversity Policy in every aspect of your work and positively promote its principles amongst colleagues, service users and other members of the community.
23. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety and welfare.
24. To work flexibly as and when 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

Requirements		Essential	Desirable
<b>Education, Qualifications &amp; Background</b>			
1.	Registered dietitian with valid HCPC Registration and to maintain professional registration with the Health Care Professional Council	✓	
2.	Demonstrable 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, using a range of techniques ((Motivational Interviewing/Person Centred/Community Centred/Solution Focussed/CBT) to support and facilitate sustained behaviour change, improving the health and wellbeing of children and young people.		✓
6.	Experience of taking a whole family approach, agreeing targets in consultation with children, young people and their families. Experience monitoring, evaluating and measuring progress against targets to evidence distance travelled and a positive change to diet and lifestyle.		✓
7.	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 and staff in local health services including GPs, school health teams and wider social care services.		✓
8.	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. Experience of keeping accurate and appropriate record keeping in line with Data Protection requirements.	✓	
<b>Knowledge &amp; Skills</b>			
9.	Awareness of and commitment to delivering the Public Health agenda and its outcomes, including the Change4Life programme(s).		✓
10.	Understanding of contemporary health topics relating to pregnancy, children and young people, families and health, including emotional health and wellbeing. Demonstrable ability to identify and examine ways in which determinants of health are interrelated.	✓	
11.	Excellent motivational, communication and negotiation skills in supporting children, young people and families in diverse communities to adhere to their	✓	

	plans. Employing empathy, reassurance and analysis to uncover social/psychological factors, which may form barriers to long-term lifestyle changes.		
12.	Understanding of preventative strategies, health inequalities and of the wider social factors (determinants) that affect people's health and wellbeing.		✓
<b>Values</b>			
13.	<p>Able to evidence Family Action's values at all times, which underpin our mission of 'building stronger families' by:</p> <ul style="list-style-type: none"> <li>• Being <b>people</b> focused</li> <li>• Reflecting a '<b>can do</b>' approach</li> <li>• Striving for <b>excellence</b> in everything we do</li> <li>• Having <b>mutual respect</b> for everyone we work with, work for and support through our services</li> </ul>	✓	
14.	Be committed to equal opportunities and uphold and comply with Family Action's Equality & Diversity policy in all aspects of your work, promoting its principles amongst colleagues, service users and other members of the community.	✓	
<b>In addition</b>			
15.	Willing to work hours in a flexible way, including evenings and weekends as required to meet the needs of the service.		✓