



Bedfordshire Workforce Shadowing Offer

“Right support Right action Right time”



Cambridgeshire Community Services
NHS Trust



East London
NHS Foundation Trust



Welcome

We are delighted to launch this new Workforce Shadowing Agreement. Relationships are at the heart of what we do; relationships with our families and relationships with our fellow professionals. We encourage you as frontline practitioners to take up this opportunity to put faces to people's names, to learn more about different services working within the County and develop relationships with colleagues which will lead to improved outcomes for you, your service and most importantly the children and families we support.

It is only through integrated working that we can start to make a real difference to Children, Young People and Families. We all have responsibilities to work together to help improve the outcomes of those that we are supporting. It is incumbent on us as professionals to develop a strong understanding of each other's roles. This will ensure better communications with Children, Young People and Families, better communication with each other, more effective use of resources, and fostering good working relationships.

Thank you for all that you already do to support our families here in Bedford Borough and Central Bedfordshire.



Sue Harrison
Director of Children's Services
Central Bedfordshire Council



Colin Foster
Director of Children's Services
Bedford Borough Council

Bedfordshire Workforce Shadowing Offer

Organisation	Service Description	What you may be shadowing
<p>Health Visiting Service</p> 	<p>Bedfordshire Health Visiting Service supports the health and wellbeing of the whole family from antenatal visits until a child goes to school, to ensure that the child is developmentally, emotionally and socially ready for school entry and has the best start possible in life.</p>	<p>Shadowing a Health Visitor on home visits to either parents awaiting the birth of their new baby or following the birth of a baby. Health reviews for children aged 9mths and 2yrs can be observed either in the home at a nursery setting or children's centre to identify developmental progress and parental needs for information and support with development.</p> <p>Pop-ins sessions which offer child and family health advice and information on a drop in basis and Breastfeeding support at groups or in the home dependent on need. A range of supportive work for young families about any child health issue such as child behaviour, enuresis, Maternal mental health, sleep problems, feeding problems and safeguarding issues.</p>
<p>School Nursing Service</p> 	<p>The 5-19 School Nursing Service works in partnership with children, young people and their families in Bedfordshire to ensure that children's health and wellbeing needs are supported within their school and their community. They lead on the delivery of the 5-19 Healthy Child Programme and play a key role in addressing public health issues such as emotional health and wellbeing, sexual health, obesity, asthma and other health related issues.</p>	<p>Shadowing a School Nurse would show screening of the children in year R and year 6 including hearing screening, weighing and measuring and assessment of health. School nurse drop-ins for young people over 11 years within the school setting to offer advice and support about any health matter. Safeguarding children assessment and meetings and a range of supportive one to one work with Young People in school such as Obesity, Emotional wellbeing, sexual health, drugs and alcohol, stop smoking etc. training for school staff in health matters to support school attendance</p>

Organisation	Service Description	What you may be shadowing
<p>Community Nursing Service</p> 	<p>The Children’s Community Nursing Team (CCN) is a team of specialist trained children’s nurses with the appropriate knowledge, skills and expertise to support children aged 0 – 16 years old (0 – 19 years old with Special Needs) who live within Bedfordshire and require skilled nursing support in their home.</p>	<p>Observation of the day in the life of a Children’s Community Nurse, shadowing a community nurse visiting families of children children with a health need such as a post-operative wound, medical feeding issue, intravenous infusion need and other medical conditions which need physical nursing., undertaking procedures within the home, attending care planning meetings and providing education and support to families and professionals.</p>
<p>Special School Nursing Service</p> 	<p>The Special Needs Nursing Team is a multi-skilled team of registered nurses and specialist nursery nurses who provide support for children and young people aged 3-19 years old, with learning disabilities and associated additional health care needs within the special school setting.</p>	<p>Observation of the day in the life of a Special Needs School Nurse, shadowing a special needs school nurse coordinating care plans, arranging health clinics and supporting children, young people, professionals and families with advice and guidance around the child’s care needs.</p>
<p>Continuing Care Team</p> 	<p>The Children’s Continuing Care Team supports families in the community who have children with life limiting or life threatening conditions and complex medical needs.</p>	<p>Shadowing a member of the continuing care team would show home visits to children who have support at home with a physical health need where nursing is required continuously. eg. a ventilator is needed as part of the care at home</p>
<p>Therapist Services</p> 	<p>The Speech and Language Therapy (S&LT) Service works across the whole county providing help in both community and hospital settings. They treat children up to the age of 16 years (up to 19 years in special education), who have a difficulty with communication or swallowing.</p>	<p>Shadowing a Therapist would show a range of therapies to support either language or communication which are offered to a range of children in either clinic settings, schools or children’s centres. Specialist practitioners also work with children who have swallowing problems and feeding issues due to a disability. Occupational therapists who support children with emotional and physical disabilities to maximise their independence and access to school. Dieticians who support children and young people with dietary needs through a range of clinic appointments and public health initiatives.</p>

Organisation	What is their role?	What you may be shadowing
<p>Bedford Borough Early Help</p> 	<p>Bedford Borough Early Help and Intervention Service supports children, young people and families at the earliest sign of emerging difficulties. Be that supporting with Parenting, behaviour management, emotional wellbeing, domestic abuse, family functioning or any other difficulty that may be impacting on a child or family.</p>	<p>Observation of daily allocation meeting, meeting with Senior Early Help Professional, ‘walk the floor’ to meet various teams, Time spent with Intensive Family Support, Shadow a Practitioner on a visit to a family, undertaking 1:1 work with a young person or attending a meeting with schools, families or professionals.</p>
<p>Bedford Borough Parenting</p> 	<p>Bedford Borough’s Parenting Team uses evidence based parenting programmes to support parents with feeling more in control, leading to happier home lives and better outcomes for children and young people.</p>	<p>The opportunity to attend and support with delivering one of Bedford Borough’s evidence based parenting interventions – Triple P, Triple P (Teen), Webster Stratton Incredible Years SEN, Who’s In Charge? Or Strengthening Families. The Shadow will be expected to commit to attending all parenting sessions involved in the course.</p>
<p>Bedford Borough Children’s Social Care</p> 	<p>Children’s Social Care work with families to enable children to live safe from harm within their family and the community wherever possible.</p>	<p>A meet and greet led by someone from the departmental management team along with observation of referral pathways and decision making in the MASH and finally, an overview of Children’s Services as part of the induction briefing.</p>
<p>Bedfordshire Youth Offending Service</p> 	<p>A multi-agency team from Police, Probation, Social Services, Health and Education working to prevent offending by children and young people.</p>	<p>A bi-monthly opportunity to attend the YOS Risk and Safeguarding Panel; meetings with various multi-agency staff and managers; potential opportunity to visit police custody (either) as part of Triage work. some pre-reading of relevant guidance, policies and plans will be required</p>
<p>Bedfordshire CAMH</p> 	<p>The Child and Adolescent Mental Health Service (CAMHS) provides outpatient assessments, support and treatment for children and young people up to the age of 18 experiencing moderate to severe mental health problems. The service works to provide them with a greater knowledge of their condition and improve coping techniques</p>	<p>Meet and Greet with Senior management, attendance at Single Point of Entry Meeting (SPOE) and shadowing a CAMH School Programme staff member with either training / consultation</p>

Organisation	What is their role?	What you may be shadowing
<p>Bedfordshire Adult Mental Health</p> 	<p>The Bedford Community Mental Health Teams (CMHTs) provide outpatient assessments, support and treatment for adults of working age experiencing moderate to severe mental health problems. The service works to provide people with a greater knowledge of their condition and to help them manage their mental issues in line with the recovery principles of hope, choice and empowerment. The Older Peoples CMHT also has a dementia function.</p>	<p>Shadowing clinical staff (Mental Health Nurses, Mental Health Social Workers, OTs, Psychiatrists) in their clinical work. Attending team MDT meetings which will give an idea of the breadth of the CMHT's work.</p>
<p>Central Bedfordshire Children's Services</p> 	<p>CBC Early Intervention Service & Children's Social Care work with families to enable children to live safe from harm within their family and the community wherever possible. We have a locality model of service delivery integrating early help support from schools: NHS and children's centres with specialist parenting and youth intervention alongside social work family support teams.</p>	<p>Twice annually we will offer a 2 day shadowing experience primarily in our Early Intervention service, with a possibility of shadowing social work teams for other statutory services e.g. Police/Health Visitors requesting shadowing</p>
<p>Bedfordshire Police</p> 	<p>Our specialised team of detectives within the PPU deal with a range of serious and complex crime and are actively involved in safeguarding within the community. The Public Protection Unit takes the lead from a policing perspective on issues relating to child protection, neglect and abuse investigations, rape and sexual assault on children including historical sex offences and the protection of vulnerable adults, CSE and Missing, PPU Hub. They work closely with a number of partners including Health and Social Care, CAMHS (Child & Adolescent Mental Health Services), and Education as part of the Multi-Agency Support Hub (MASH). The team also works alongside other agencies and UK Police Forces in relation to the risk assessment and management of convicted sexual and violent offenders.</p>	<p>Spend a day working alongside a specialist detective constable / investigation officer within the PPU (Public Protection unit).</p>

Workforce Shadowing Flowchart



Workforce Shadowing Application Form

Name:	Job title:
Telephone number: Office: Mobile:	Email address:
Organisation name and address:	

Which role/team would you like to work shadow?

- Bedfordshire Youth Offending Service
- Central Bedfordshire Children's Services
- Bedford Borough Parenting Service
- Bedford Borough Early Help & Intervention Service
- Bedford Borough Children's Services
- Child Adolescent Mental Health Service (CAMH)
- Adult Mental Health
- 0-19 Health Services (Please specify which team)

What do you hope to achieve from undertaking work shadowing? Please state your main objectives.

- 1.
- 2.
- 3.

How do you think this experience will add value to your role?

Do you have any accessibility needs or additional requirements you would like your host to be aware of?

I have a valid DBS and confirm I have clearance to work with children, young people and vulnerable adults

If you do not have a valid DBS clearance, it may mean that you are only able to shadow limited activities and there may be some roles you are unable to shadow.

Agreement from shadow

I confirm that all the information I have given on this form is accurate.

I will abide with all relevant health and safety and confidentiality practices within my host’s organisation and will not disclose any confidential information I see or hear during the course of my placement, unless this has been agreed by the host and is relevant to my current role.

Signature:	If you are returning this form electronically, please cross this box to show your agreement in place of your signature: <input type="checkbox"/>
Print name:	Date:

Authorisation from line manager

- I support the participation of the staff member name above in the job shadowing scheme.
- I am satisfied that it offers a good opportunity for individual and team development and will ensure that my staff member is given the opportunity to prepare adequately for the placement.
- I am satisfied that the information given by my staff member in relation to DBS checks is accurate.

Signature:	If you are returning this form electronically, please cross this box to show your agreement in place of your signature: <input type="checkbox"/>
Print name:	Date:
Telephone Number:	Email:

Please email completed forms to workforce.shadowing@bedford.gov.uk

Notes

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Finding out more

If you would like further copies, a large-print copy or information about us and our services, please telephone or write to us at our address below.

Për Informacion

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