

## Appendix 1

### Clinical Skill Mix Model for the Healthy Child Programme (HCP)

The clinical skill mix model for the HCP including Brent4life and Breastfeeding peer support

Activity	Clinical skill mix model
Leadership of the HCP including communication with stakeholders and population needs assessments.	Health visitor (HV) and School Nurse (SN)
Antenatal (Mandated)	Health needs assessment for all clients including universal clients by HV.  Nursery nurse - Antenatal group session (2 hours) in conjunction with Family Wellbeing Centre staff – HENRY programme
New Birth (Mandated) 9 – 14 days	HV home visit to targeted families and Primiparous mothers. Staff Nurse home visit to universal multiparous deemed appropriate by HV at Antenatal and post birth. Breastfeeding Peer Supporters to undertake a phone call to all breastfeeding mothers by 14 days to support with breastfeeding.
6- 8 week Review (Mandated) (Physical examination of infant, Maternal mood and infant feeding status)	Assessment at home for all service users who are deemed vulnerable or safeguarding; Assessment in a booked clinic appointment for all first time parents. Assessment in a booked clinic appointment for all universal multiples by a staff nurse.
3 – 6 month contact	Opportunity for breastfeeding and sleep advice and support, immunisation status, nutrition, weaning, home safety, safer sleep, physical activity, family mental health, oral health, speech, language and communication and information sharing. For parent – Child Interaction and family mental health review. Could be opportunistic at a clinic appointment or a health promotion group.
9 – 12 months Review (Mandated)	Assessment at home for all service users who are deemed vulnerable or safeguarding; Assessment in a booked clinic appointment for all universal families by a staff Nurse.
2 – 2 ½ Year review (Mandated) ASQ – 3 and SE completed at 2 – 2 ½ review and ELIM	Assessment at home for all service users who are deemed vulnerable or safeguarding; Assessment in a booked clinic appointment for all universal families by a nursery nurse
3.5 to 4.5 year review (school readiness)	Assessment at home for all service users who are deemed vulnerable or safeguarding; Assessment in a booked clinic appointment for all universal families by a nursery nurse
Activity	Clinical skill mix model

Safeguarding work	Health Visitor and School Nurse – Staff nurse to attend meetings if HV and SN agree
Health promotion groups – Post natal group 4 sessions cofacilitated with Family Wellbeing Centres staff for infants aged 6w to 4m to include, at least: Safety and sleep Minor Illness and Immunisations Attachment, bonding and communication Introduction to solids	Each session 90 mins  2 in each locality rolling programme with 1 health member of staff and 1 CC staff member co delivering At least 2 groups per quarter per hub is expected to be delivered
Health promotion group for children aged 8 months to 3 years to include, at least: Promotion of good sleeping habits and identifying sleeping problems Toilet Training Healthy Diet and Oral Health Communication, Play and safety With each session preparing the children to be ready to learn.	Each session 60 mins  2 in each locality rolling programme with 1 health member of staff and 1 CC staff member co delivering. Each session should be provided twice in each hub each quarter.
Drop in clinics	A day a week in secondary schools A day a month in primary schools delivered by the School nursing team
Child Health Clinics – following the Coronavirus Pandemic these are to be Booked appointment clinics ONLY with additional self-weighing available at all Family wellbeing services.	1 per week in each Family Wellbeing Centre or health clinic.
Healthy eating sessions	Brent4life team – rolling programme of six sessions for children aged 1- 5 year and 5 -19 years
Weight management sessions 1:1	Brent4life team – 4 face to face 1:1 sessions with families
Breast feeding peer support clinics	Breast feeding peer support workers to deliver 1 drop in /clinic in the north and 1 in the south of Brent everyday
Movement Ins – as per policy	0-19 service
Blood spot champion and mop up blood result tests	Staff Nurse
Immunisations champion	Staff Nurse
Breastfeeding champion/ activities	Breastfeeding Peer supporters and Nursery nurses
HIA Champion roles	Health Visiting and School nursing team
Transition to School	Health visitor for all targeted families
Liaison and Meetings	Health Visiting team
Link to all PVI's / EY settings	Nursery nurse termly face to face
GP Liaison meetings	Health visitor and School Nurse if required
<b>Activity</b>	<b>Clinical skill mix model</b>

Midwifery liaison meetings	Health Visitor
Link to family wellbeing centres to include inputting into the health needs profile of the centre monthly	Health Visitor and School Nurse
MECSH	As per licensed programme and MESCH addendum
2 to school programme	TBC
Service user experience	Bi- Annually
Early Help joint working Initiating Early help assessments on all clients identified as benefitting from one Taking the Lead professional role where the need is primarily a health need Active participation in Team around the Family and team around the Child meetings	Health Visitor
Daily Duties e.g. telephone messages and A&E notifications, health matters, MASH,	Health Visiting and School nursing team
Single Point of contact	Health visitor and School nurse
Annual review with Head Teachers and School partnership agreement with full sign off every two years	School Nurse
Drop Ins primary school (coffee mornings for parents) Annually to schools with a partnership agreement in place.	School Nurse Assistants
Assembly to whole school (primary) Annually to schools with a partnership agreement in place.	School nurse team
Assembly's to secondary schools by year group, Annually to schools with a partnership agreement in place.	School Nurse team
Assisting education establishments with distributing period products, raising awareness of the Government funding and entitlement to free products for all students.	School Nurse team
PHSE – Primary school - Annually to schools with a partnership agreement in place. Topics to include at least: Handwashing Dental hygiene Supporting puberty and reducing stigma of periods Healthy eating and exercise	School Nurse team
School profile of each school	School Nurse
<b>Activity</b>	<b>Clinical skill mix model</b>

PHSE Secondary school - Annually to schools with a partnership agreement in place. Topics to include: Relationships and Sexual health education Mental health FGM Smoking drugs and alcohol General health education weight, exercise and nutrition Awareness raising of period poverty and reducing period stigma	School Nurse Team
Health Care Plans Supporting schools with the most complex needs	School Nurse and School Staff Nurse As required by schools
Training education staff To include anaphylaxis, asthma, diabetes, long term conditions	School Nurse and School Staff Nurse
Health and wellbeing reviews / contacts for 4 – 5 year olds 7 – 8 year olds 10 – 11 year olds 12– 13 year olds School leavers post 16 Transition to adulthood 18 – 24 year olds with SEND	School Nurse Team
Triaging School Health Questionnaires	School Nurse Assistants
Follow up of School Health questionnaires	School Nurse and School Staff Nurse
NCMP Reception and year 6	School Nurse Assistants
Vision and Hearing screening	School Nurse Assistants
Leadership of the HCP – population survey	School Nurse
School Health medicines policy review	School Nurse
Improve health outcomes by advice and signposting	School Nurse team
Early Help joint working Initiating Early help assessments on all clients identified as benefitting from one Taking the Lead professional role where the need is primarily a health need Active participation in Team around the Family and team around the Child meetings	School Nurse
Newsletter for pupils in primary and secondary and also one for nurseries and child minders	Health visitor and School nurse

### **Skill mix – Health visiting and school nursing**

Band 8a - Clinical lead

Band 7 – 4 Team leads for health visiting and 1 team leader for school nursing

Band 6 = Health visitor; Band 5 staff nurse, Band 4 Nursery nurses

7 PCNs and 51 GP practices

Practice Assessors Band 7 - 1 HV 1 SN

MASH 2 WTE Band 7 – 1 health visitor and 1 school nurse

Band 6 = School nurse; Band 5 = School Staff Nurse; Band 4 = School Nurse Assistant

60 Primary School

14 Secondary Schools

2 All-through schools

2 Pupil Referral Units

1 Youth Offending Team

### **MECSH**

All health visitors to offer MECSH for level 2, 3 and 4 families supported by nursery nurses. Supervision and training offered by the MECSH team advisors – Band 7 2WTE

### **Brent 4 life team**

Band 7 - Infant feeding co-ordinator

Band 3 – Breast feeding peer supporter

Band 6 – Healthy weight lead

Band 5 - Healthy weight practitioners

