

Job Description

Job Title: Advanced Clinical Practitioner in Paediatric Palliative Care

Responsible to: Head of Specialist Services Care

Accountable to: Director of Care and Deputy CEO

Job Purpose:

The Advanced Clinical Practitioner in Paediatric Palliative Care (ACP) will provide highly specialist autonomous assessment, diagnosis, treatment, and management of children with life-limiting and life-threatening conditions across Acorns Children's Hospice.

The role incorporates the Four Pillars of Advanced Practice: Clinical Practice; Leadership & Management; Education; and Research.

The ACP will work as a senior clinician within the hospice's multidisciplinary team, supporting safe, evidence-based paediatric palliative care, including symptom management, advance care planning, urgent clinical interventions, and end-of-life care. The postholder will contribute to the ongoing development and delivery of high-quality paediatric palliative care within Acorns Birmingham hospice and wider regional pathways including primary and secondary care settings, ensuring equitable access to high quality, sustainable, and personalised palliative care and end of life care, delivered in any setting, shaped by what matters to them, their families and carers, so that they can live well and die well.

Key Working Relationships

- > Children, young people, and their families
- > Hospice medical and nursing teams
- > Allied Health Professionals
- > Consultants and community paediatric teams
- > Hospitals (acute, neonatal, and paediatric specialist units)
- > Community nursing teams
- > Regional palliative care networks
- > Safeguarding teams
- > Education and training partners

Main Duties:

Clinical Practice (Advanced Level)

- > Provide expert autonomous clinical assessment, diagnosis, and treatment for children with complex, life-limiting conditions.
- > Undertake advanced clinical decisions, including prescribing and complex symptom management.
- > Lead urgent care assessments, deterioration management, and high-complexity situations.
- > Formulate and evaluate personalised care plans including symptom management plans and emergency care plans.
- > Lead discussions around advance care planning with families and professionals.

- > Deliver care that is sensitive, family-centred, and aligned with Acorns ethos and clinical governance.
- > Provide senior clinical presence to support safe admissions, care planning, and end-of-life care.
- > Maintain high standards of documentation, record-keeping, and data reporting.

Leadership and Management

- > Act as a clinical leader and role model for advanced practice across Acorns.
- > Contribute to the development and review of clinical policies, procedures, and guidelines.
- > Lead and support quality improvement projects to enhance paediatric palliative care provision.
- > Promote effective interdisciplinary working and communication across hospice teams.
- > Represent Acorns in regional and national specialist meetings or networks.
- > Contribute to strategic development of the service in partnership with Senior Leaders.

Education and Training

- > Provide teaching, mentoring, and clinical supervision to staff, students, and volunteers.
- > Support the ongoing development of clinical competencies within the nursing team.
- > Deliver training in advanced assessment, symptom control, end-of-life care, and palliative communication.
- > Contribute to induction programmes for new clinical team members.
- > Promote a culture of continuous professional development and reflective practice.

Research, Audit and Evidence-Based Practice

- > Engage in audit, service evaluation, and outcome measurement to support clinical governance.
- > Integrate evidence-based practice and national standards into clinical care.
- > Support research activity, including literature reviews, data collection, and dissemination.
- > Identify areas of practice requiring development and implement change based on evidence.

Professional Responsibilities

- > Maintain professional registration and comply with respective regulatory standards.
- > Work within the full scope of advanced practice and Acorns clinical governance framework.
- > Maintain advanced clinical skills through CPD, supervision, and reflective practice.
- > Uphold safeguarding responsibilities in accordance with Acorns and statutory requirements.
- > Ensure confidentiality and protection of personal information.

Infection Prevention and Control

All Employees and Volunteers of Acorns will be expected to follow all infection prevention and control policies and procedures to ensure a safe and healthy environment. This includes maintaining best hygiene practices, using personal protective equipment (PPE) as required, and adhering to safety protocols to minimise the risk of infection. It is everybody's

responsibility to promote a clean and safe environment for staff, children, young people and their families.

Health and Safety

All Employees and Volunteers of Acorns are required to comply with all health and safety policies and procedures in accordance with the Health and Safety at Work Act 1974. This includes taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions. The role involves using personal protective equipment (PPE) when necessary, following established safety protocols, reporting hazards or unsafe conditions, and participating in health and safety training. All Employees and Volunteers of Acorns must actively contribute to maintaining a safe and healthy environment and cooperate with the employer to ensure compliance with relevant health and safety legislation.

Environmental sustainability

All Employees and Volunteers of Acorns are required to support in minimising environmental impact wherever possible, including recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Safeguarding

Acorns is committed to safeguarding and promoting the welfare of children and adults and expects all staff and volunteers to share this commitment. It is the responsibility of all staff to always safeguard and protect children and adults at risk, staff must report any concerns as per safeguarding policies and procedures which are available on Acorns internal systems. Every staff member must undertake regular mandatory safeguarding training at a level relevant to their role.

Data Protection and Confidentiality

All Employees and Volunteers of Acorns are required to comply with all relevant data protection laws, including the Data Protection Act 2018 and the General Data Protection Regulation (GDPR). This includes ensuring the confidentiality, integrity, and security of personal and sensitive information. All Employees and Volunteers of Acorns must handle all data in accordance with organisational policies and procedures, ensuring it is only used for its intended purpose and is not disclosed to unauthorised individuals. The role may involve safeguarding personal data, reporting any data breaches, and always maintaining strict confidentiality to protect both individuals' privacy and the organisation's legal obligations.

Equality, Inclusivity and Diversity

All Employees and Volunteers of Acorns are required to promote and uphold the principles of equality, inclusivity, and diversity in all aspects of their work. This includes ensuring that all individuals are treated with respect and fairness, regardless of their race, gender, age, disability, sexual orientation, religion, or any other characteristic protected by law. All Employees and Volunteers of Acorns must comply with relevant legislation, including the Equality Act 2010, and contribute to creating an inclusive environment that values diverse perspectives. The role involves actively challenging discrimination and bias and supporting the organisation's commitment to providing equal opportunities for all.

CQC Regulatory Body

Acorns is regulated by Care Quality Commission (CQC). All Employees and Volunteers of Acorns support with and influence compliance with the Care Quality Commission (CQC) regulations and support the organisation in maintaining high standards of care and service delivery. This includes an awareness and knowledge of the Key Lines of Enquiry (KLOEs). All Employees and Volunteers of Acorns will work closely with senior management to ensure that the service meets the CQC's five key domains: Safe, Effective, Caring, Responsive, and Well-led, while promoting continuous improvement and high-quality care for all children, young people and families.

Other Duties:

1. To act as an ambassador for Acorns raising awareness of its charitable aims and objectives and enhancing its reputation through exemplary behaviour, conduct and team working.
2. To contribute to Acorn's fundraising aims by raising awareness with your stakeholder groups about how vital fundraising is to the charity's mission and sharing opportunities for fundraising support
3. To put the needs and interests of Acorns children and young people and their families first in all aspects of their work.
4. Contribute to hospice-wide initiatives, meetings, and working groups.
5. Participate in the senior clinical rota as required.
6. Support a culture of kindness, inclusion, and wellbeing for staff and families.
7. Ensure a safe working environment for all staff, volunteers, children, and families.
8. To ensure compliance with Acorn's policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.
9. To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
10. Promote a coaching culture within Acorns and provide coaching expertise as a resource across the organisation.
11. To carry out any other reasonable duty as requested by your line manager.

Acorns adheres to the United Nations Convention on the Rights of the Child. As an employee you will be a Duty Bearer for Children's Rights and support all children to be Rights Holders.

Person Specification: Advanced Clinical Practitioner in Paediatric Palliative Care

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> > Registered Children's Nurse / AHP / Paramedic > MSc in Advanced Clinical Practice (or near completion) > Independent Prescribing (V300) > Evidence of extensive CPD relevant to paediatric or palliative care 	
Experience	<ul style="list-style-type: none"> > Significant experience with children with complex healthcare needs > Experience in paediatric palliative or end-of-life care, critical care > Demonstrated autonomous clinical decision-making > Experience in leading or developing services > Experience in teaching, supervision, or mentoring > Involvement in audit, quality improvement, or research 	
Skills and Abilities	<ul style="list-style-type: none"> > Advanced assessment and diagnostic reasoning skills > High level of clinical competence in paediatric palliative care > Strong communication and emotional resilience > Ability to lead and influence multidisciplinary teams > Understanding of safeguarding, legal frameworks, and consent > Strong organisational, planning, and prioritisation skills > Ability to build effective, trusting relationships with families 	
Personal Qualities	<ul style="list-style-type: none"> > Compassionate and child-centred > Emotionally resilient and reflective > Highly motivated and committed to excellence > Collaborative, supportive, and open to innovation > Able to work flexibly to meet service needs > Willing and able to travel independently across all Acorns sites and regional partners 	
Behaviours	<ul style="list-style-type: none"> > Will challenge the status quo > Positive, enthusiastic approach & can-do attitude > Curious, always seeking to understand and improve experience of customers > Open to change and continuous improvement > Innovative mindset and passionate about learning > Commitment to the Acorns strategy & its success 	

Terms and Conditions of Employment

Job Title: Advanced Clinical Practitioner in Paediatric Palliative Care

Responsible to: Head of Specialist Services Care

Accountable to: Director of Care and Deputy CEO

Location: Nearest Acorns Hospice (Walsall, Worcester or Selly Oak) with travel across all hospices

Salary: Acorns Pay Level G
£53,000 to £61,000 per annum

Notice: 12 weeks

Hours: 37.5 hours per week

Holidays: 27 days plus statutory bank holidays

Pension: Contribution to Group Personal Pension Plan or NHS Pension Scheme (if already in scheme).

Life Assurance: Acorns Group Life Assurance Scheme or NHS Pension Scheme Life Assurance cover (if already in scheme)

All terms and conditions will be detailed in writing together with Employee Handbook which must be read and observed.