



Job Description

- Job Title:** Trainee Advanced Clinical Practitioner
- Responsible to:** Head of Specialist Services
- Accountable to:** Director of Care and Deputy Chief Executive
- Job Purpose:**

The Trainee Advanced Clinical Practitioner (ACP) will develop specialist skills in paediatric palliative care to provide highly specialist autonomous assessment, diagnosis, treatment, and management of children with life-limiting and life-threatening conditions through completion of Advanced Clinical Practice course

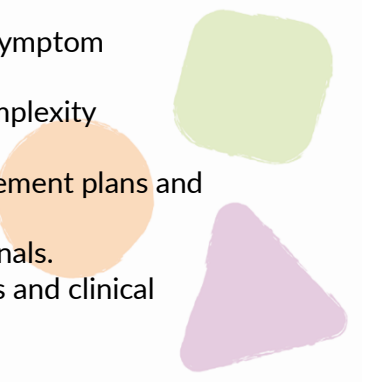
The Trainee ACP will start to incorporate the Four Pillars of Advanced Practice: Clinical Practice; Leadership & Management; Education; and Research into their role, and work to a high standard across the hospices.

The Trainee ACP will work as a senior clinician within the hospice's multidisciplinary team, providing safe, evidence-based paediatric palliative care. This includes symptom management, advance care planning, urgent clinical interventions, and end-of-life care. The postholder will bring existing clinical expertise while receiving full support to develop advanced skills in paediatric palliative care, contributing to the continued development and delivery of high-quality services across Acorns.

They will work across the hospices and wider regional pathways, including primary and secondary care settings, to ensure equitable access to high-quality, sustainable, and personalised palliative and end-of-life care. Care will be delivered in any setting, shaped by what matters most to children, their families, and their carers, enabling them to live well and die well.

Main Duties:

Clinical Practice (Advanced Level)

- > Provide autonomous clinical assessment, diagnosis, and treatment for children with complex, life-limiting and life-threatening conditions.
 - > Undertake advanced clinical decisions, including prescribing and complex symptom management.
 - > Support 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.
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- > 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 & 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.
- > 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 & Training

- > Provide teaching, mentoring, and clinical supervision to staff, students, and volunteers.
- > Support the ongoing development of clinical competencies within the nursing team.
- > Contribute to the delivery of 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 & 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.
- > Aim to work within the full scope of advanced practice and Acorns clinical governance framework.
- > Develop advanced clinical skills through CPD, supervision, and reflective practice.
- > Completion of the Advanced Clinical Practice MSc / PGDip / PGCert Course
- > Uphold safeguarding responsibilities in accordance with Acorns and statutory requirements.
- > Ensure confidentiality and protection of personal information.

Other Duties:

- > Contribute to hospice-wide initiatives, meetings, and working groups.
- > Participate in the senior clinical rota as required.
- > Support a culture of kindness, inclusion, and wellbeing for staff and families.
- > Ensure a safe working environment for all staff, volunteers, children, and families
- > To contribute to Acorns 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
- > To ensure compliance with Acorns policies for diversity, employment, equal opportunities, health and safety, information governance and safeguarding.

- > To actively participate in an annual performance and development review process and any training and development identified to further enhance your role with Acorns.
- > To carry out any other reasonable duty as requested by your line manager.

Key Working Relationships:

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

Medicine Management

There will be a responsibility for ensuring the safe and accurate administration of medications to patients, following prescribed treatment plans and relevant protocols. This includes verifying medication orders, preparing and administering medications according to established guidelines, and monitoring patient responses. There will also be responsibility for maintaining accurate records of medication administration, managing medication storage, and ensuring compliance with legal and ethical standards related to medication handling and patient safety. Additionally, there will be responsibility for the education of patients and their families about proper medication use, potential side effects, and adherence to prescribed regimens.

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 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

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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.

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.

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Person Specification – Trainee Advanced Clinical Practitioner

	ESSENTIAL	DESIRABLE
Qualifications	> Registered Children's Nurse / AHP / Paramedic > Evidence of-CPD relevant to paediatric care	> Qualification in Paediatric Palliative Care
Experience	> Significant experience with children and young people. > Demonstrated autonomous clinical decision-making > Experience in leading or developing services > Experience in teaching, supervision, or mentoring > Involvement in audit, quality improvement, or research	> Experience in paediatric palliative or end-of-life care, critical care, complex care or related speciality > Experience of working within a hospice
Skills & Abilities	> Assessment and clinical reasoning skills. > High level of clinical competence in paediatric care. > A clear willingness to build on previous experience to develop skills and knowledge in relation to 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.	> Ability to analyse stock usage patterns and anticipate needs. > Confidence in supporting improvements to stock-management processes.
Behaviours	> Compassionate and child-centered > Emotionally resilient and reflective > Highly motivated and committed to excellence > Collaborative, supportive, and open to innovation > Able to work flexibly to meet service needs	

Terms And Conditions of Employment



Position:	Trainee Advanced Clinical Practitioner
Accountable To:	Director of Care and Deputy CEO
Reporting To:	Head of Specialist Services
Location:	Acorns in Birmingham Hospice 103 Oak Tree Lane Birmingham B29 6HZ
Hours:	37.5 hours per week
Salary Range:	Pay Level F £46,920 to £53,040 per annum
Notice:	12 weeks
Holidays:	27 days plus statutory bank holidays
Pension:	Contribution to Group Personal Pension Plan or NHS Pension Scheme.
Life Assurance:	NHS Pension Scheme Life Assurance cover or Acorns Group Life Assurance Scheme

All terms and conditions will be detailed in writing together with Employee/Health & Safety handbook, which must be read and observed.