Healthy Child Programme
0-19 Workforce
The Challenges

Jill Beswick
Healthy Child Programme Manager
Stockport NHS Foundation Trust
Introduction to Healthy Child Programme

• The Healthy Child Programme is a ‘clinical and public health programme led by health professionals’ and it is multi agency
• It should be offered to all children and young people aged 0-19
• It describes the health offer at different levels of need
• It does not generally state the specific staff who should deliver it but says health visitors should co-ordinate and lead it for 0-5s
Skills and Knowledge

- Safeguarding children
- Professional skills eg nursing/public health/child development/social work/communication and language/teaching/emotional health
- Assessment of needs of individuals
- Assessment of the needs of populations/groups/geographies
- IT
Interpersonal Competencies of Children’s Workforce

- Safeguarding children
- Interpersonal and emotional intelligence
- Nuanced conversations with clients
- Solihull approach
- Motivational Interviewing
- Neonatal behavioural assessment
- The talk is the main ‘tool of the trade’
- Emotionally intelligent leadership
Quality

• Learning from Family Nurse Partnership is when the programme is delivered by para-professionals the outcomes are not as good (David Olds)

• Denmark - why use staff with low qualifications to do complex work with our most vulnerable children and families (Sir Paul Ennals)
Building Community Capacity

- Abacus Children’s Centre
- Model of providing paid work (bank band 1)
- To gain work experience
- Local parents
- Also offered help with CVs and interviews etc
- But - need supervision and support and the right balance
Value For Money

- Delivery of nothing except evidence based practice / programmes
- How to do this and meet locally prioritised need
- Understanding the evidence
- Quality assurance
- Commissioning/decommissioning of services
Other issues to consider:

Weighting of staff to reduce inequalities

Skill mix -
Use of staff nurses and nursery nurses in health visiting and school nursing
School nursing - Specialist Community Public Health Nurses (School Nursing)
The Way Forward - Issues To Consider

• Can our workforce do the right thing in the right way at the right time with the right people?
• What are the challenges to delivering the Healthy Child Programme to all our children and young people?
• What solutions are there to the challenges?