OUTPATIENTS

Children and Young People's (CYP) Nurse

Join the growing team at Welbeck's new centre at Unity Campus, Cambridge, opening in 2027 — consultant-led specialist care and a premium, personalised patient experience.

LOCATION

Welbeck Cambridge, Unity Campus

REPORTING TO

CYP Manager

CONTRACT

Permanent

About Welbeck Cambridge

Welbeck Cambridge is opening at Unity Campus in 2027. The transformation of the Orion Building will bring outpatient, diagnostic and surgical services together under one roof, with advanced imaging, modern operating theatres and specialist services designed around high standards of care. The new Cambridge Centre builds on Welbeck's established London model of consultant-led specialist care and a premium, personalised patient experience. Welbeck Cambridge is based at Unity Campus, just south of Cambridge, with access to the M11, Whittlesford Parkway station and the Cambridge Biomedical Campus. On-site parking will also be available.

Welbeck Regional Centre was established by a group of leading clinicians with a shared vision to create a state-of-the-art private day-case centre serving the local geographical.

The centre provides a comprehensive range of outpatient diagnostic, procedural, and day-case interventions within a modern, purpose-built environment. Services include specialties such as Ear, Nose & Throat, Cardiology, Respiratory, Orthopaedics, Gynaecology, Dermatology, Ophthalmology, and Gastroenterology.

The Outpatient department provides a range of services, including consultations with specialist diagnostic tests, minor procedures and follow up appointments for patients of all ages. All patients arrive for a prebooked appointment, check in with reception, and confirm personal and referral details. The outpatient nursing team work closely with the reception team to ensure that waiting times are kept as short as possible and our patients received safe quality care.

Welbeck Regional Centre forms part of Welbeck Health Partners, a growing network of innovative healthcare centres across the UK, including the flagship facility at Welbeck London. Additional centres are also planned both nationally and internationally.

Our values

Collaboration	Ambition	Kindness	Empowerment
Harnessing strength in difference	Seeing beyond the now	Supporting others	Unleashing potential

The role

The post holder will play a vital role in delivering child and family focused outpatient, pre and post-operative care, ensuring continuity throughout the patient journey. They will:

- Ensure all staff, including themselves, recognise the responsibility to deliver services that maintain confidentiality and achieve high quality care in a courteous and professional manner ensuring children, young people and the families are the focus of care.
- Provide a high standard of individualised care to Children and Young people, acting as a role model and supporting the senior leadership team in driving quality care provision forward.
- Work as part of the multi-disciplinary team delivering a high standard of holistic family centred care to children and their families. Providing the highest standard of nursing care through ongoing assessment, planning, implementation and evaluation of safe and effective care.

- Maintain a safe environment for children, young people and their families or carers
- Maintain and promote effective communication within the centre team, colleagues, children, young people and relatives.
- To support CYP development across the centre departments including paediatric competencies for all healthcare professionals involved in children and young people's care, including theatre practitioners, associated allied health professionals and nurses across all clinical departments.
- To be passionate about staff, patient experience and wellbeing.

Aim of the role

The post holder will be expected to support their teams, departments and centre to achieve the Welbeck values in their day-to-day work. These are:

The post holder will provide a responsive and efficient clinical service to meet the needs of the Centre.

The post holder must comply with all Welbeck policies and procedures and maintain high standards of governance, compliance, safety, and operational effectiveness within the Centre.

Key Relationships & Stakeholders

The role will require multidisciplinary collaboration with consultants; radiographers; nursing; phlebotomists; clinical physiologists; AHP teams and centre senior leadership team. Daily interaction with patients and their relatives/carers.

Main Duties and Responsibilities

The post holder must:

- Work in accordance with NMC (Nursing and Midwifery Council) guidelines
- Prioritise patient care needs, be able to identify an unwell child and complete a comprehensive assessment and escalate according
- Act as a patient advocate at all times
- Maintain effective time management skills to ensure patients' needs are met, completing documentation in a comprehensive and detailed manner
- Engage in and promoting multi-disciplinary teamwork
- Understand the principles of delivering prescribed treatment safely to achieve positive patient outcomes
- Undertake nursing interventions consistent with evidence-based practice, transferring and applying knowledge and skills to meet patients' needs
- Provide support and care for the patient and their family respecting their need for privacy and dignity
- Utilise highly developed clinical skills specific to speciality
- Provide specialist CYP advice, to patients and their families/carers and associated healthcare professionals
- Assess, plan and implement CYP patient care, providing specialist and enhanced clinical management, education, information and support to patients and their families/carers
- Undertake nurse-led services, including surgical pre-assessment for all specialities
- Provide health promotion advice and ensure that written information relating to the surgery is given to the patient, to support informed consent
- Care for patients undergoing investigations and procedures
- Be responsible for assessing and recognising emergencies in CYP patients support management of them effectively alongside the CYP medical team
- Support the smooth running of the surgical department and the timely arrival of patients to theatre, liaising with the multidisciplinary team

- Safely admit patients to the surgical department and care for the patient throughout their surgical pathway, ensuring a safe, nurse led discharge
- Support outpatient services patient pathways and procedures
- Act as a resource to others in developing and improving CYP specialist knowledge and skills in clinical practice
- Establish networks with other CYP nurses within Welbeck to exchange and enhance knowledge and expertise
- Support new service development to ensure they are introduced safely and effectively, considering the need of CYP patients
- Ensure a good understanding of CYP and core policies, and that adherence to these is reinforced to non-CYP members of staff
- Take personal responsibility for own professional growth and keep up to date with professional development and research
- Proactively assist in audit and service development projects
- Identifying areas where CYP and their families feedback can enhance patient care and service delivery
- To assist in developing evidence-based standards, policies and guidelines at a local network and national level to improve the practice of own and other professions
- Act as facilitator in developing clinical practice and promoting changes in service that meet national standards
- Undertake any training required to maintain competency including safeguarding and life support training
- Assist in the implementation and maintenance of the centre's adopted quality assessment, performance improvement program

Governance

- Patient safety and confidentiality - Ensure all patient information is handled in accordance with GDPR, information governance policies, and local procedures, maintaining confidentiality and discretion at all times
- Regulatory compliance - Adhere to all centre policies, procedures, and statutory requirements, supporting compliance with CQC standards and other regulatory frameworks
- Incident reporting and escalation - Identify, report, and escalate complaints, concerns, incidents, or near-misses promptly, ensuring accurate documentation in line with centre governance processes
- Audit and quality assurance - Participate in audits, checks, and quality improvement initiatives
- Continuous improvement - Support a culture of learning and development, proactively suggesting and implementing improvements to patient pathways, and service delivery
- Professional accountability - Act with integrity, discretion, and professionalism at all times, representing the centre positively to patients, colleagues, and external stakeholders

Person specification

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Education/Professional Qualifications			
NMC registered Children's Nurse	✓		A
Children's Nursing Degree	✓		A/I
Evidence of ongoing professional development	✓		A/I
Paediatric Immediate Life Support (PILS) qualification	✓		A/I

CRITERIA	ESSENTIAL	DESIRABLE	EVIDENCE
Experience			
Surgical/Day Unit nursing experience	✓		A/I
Outpatient nursing experience		✓	A/I
Ability to demonstrate good levels of organisation, planning, prioritisation and evaluation of care	✓		I
Experience of effective team working across settings	✓		I
Knowledge and Skills			
Mentorship/ Practice Assessor		✓	I
IV and Oral Drug proficiencies	✓		I
Venepuncture/ Phlebotomy skills		✓	I
Awareness of Safeguarding processes	✓		I
Computer literate with good knowledge of MS word, outlook, Excel.	✓		I
Demonstrates evidence based clinical knowledge	✓		I
Knowledge of current paediatric practices	✓		I
Personal Abilities			
Good time management	✓		I
Effective communication skills – written and verbal	✓		I
Ability to work well both in a team and on own initiative	✓		I
Ability to establish collaborative working relationships with patients, carers and other members of the team	✓		I
Demonstrates Welbeck values	✓		I
Adaptability – role will require shift work provision	✓		I

Evidence key: A = application I = interview T = test

Working at Welbeck

The following apply to all Welbeck roles.

Infection Prevention & Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to cooperate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in providing healthcare so far as is necessary to enable the business to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Safeguarding Child and Adult at Risks Policies and Procedures.

Employees must ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage by the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient-identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on a strictly need-to-know basis under the responsibilities of the Welbeck Caldicott Guardian.

Risk

- Accept personal responsibility for contributing to the management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the business.
- As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the business, following the business policy and training.
- Identify and report actual or potential hazards/ risks in the work environment per business policies and take immediate action to minimise risks where it is reasonably practicable to do so.
- Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children.
- Follow Welbeck Health Partners policy on the use of Personal Protective Equipment e.g., Masks, Gloves, Visors etc.
- Awareness of and compliance with Health and Safety Regulations.

Equality & Diversity

The business recognises the benefits of a diverse workforce reflective of the communities that we serve and is committed to equal opportunities in employment with a devotion to eliminating all forms of unlawful discrimination.

The business aims to promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff). All individuals have a duty to adhere to the Welbeck Equality and Diversity policy and individual responsibility towards the application and understanding of the Equality Act 2010. Inequitable behaviour will not be tolerated, and every person has a responsibility to highlight discriminatory practices.

Health and Safety at Work

In addition to the business responsibilities under the Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 (as amended) and associated legislation. These include the duty to take reasonable care of the health and safety of yourself and others in your work activities and to cooperate with your employer in the discharge of its statutory duties. You must adhere strictly to the business policies and procedures on health and

safety and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the business incident reporting system. You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Disclosure and Barring Service (DBS)

If the post you are undertaking requires you to complete a DBS disclosure, this will be managed and processed in line with the DBS Policy, and you will be required to sign up and maintain your subscription to the DBS Update Service.

This job description outlines the main areas of responsibility and is not exhaustive. It may be reviewed by agreement between the post holder and their manager according to the changing needs of the service.

How to apply

Castlefield Recruitment is managing recruitment for this role exclusively. To apply, submit your CV via the advert below or email Stephen directly.

https://www.castlefieldrecruitment.com/jobs/outpatient-registered-paediatric-nurse-skw-2088

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