



MOUNTAIN HEALTHCARE

[Mountain Healthcare Limited \(MHL\)](#)

Recruitment Information Pack:
Paediatric Sexual Offence Examiner

You MUST be a Registered Doctor to apply.



ABOUT MOUNTAIN HEALTHCARE

In 2013, Mountain Healthcare changed direction towards Police Custodial Healthcare and specialist Forensic Medical Examiner provision into SARCs and further specialised in Paediatric Sexual Offence.

We have grown steadily since then to become the leading provider of specialist Sexual Offence Services in the UK and a major provider of Police Healthcare.

To date we currently serve 14 different SARCs on behalf of NHS England and various different Police Forces and provide healthcare professionals in Police Custody.

Our specialist services have broadened to include a range of specialised roles including paediatric crisis worker, ISVAs and we have identified our child and young person services requires a dedicated team of healthcare professionals to support as we expand to be able to deliver the immediate examination needs of those who have experienced sexual violence but also ongoing care and barriers to reporting for children and young people.

WHY PAEDIATRIC SEXUAL OFFENCE MEDICINE

Holistic Care

The exact prevalence of child sexual abuse is unknown however:

- Just under 50% of female Mental Health service users have been subject to sexual abuse and around 50% to physical abuse in childhood, notwithstanding adult abuse which they may also be surviving
- Around 21% of girls and 11% of boys experience some form of childhood sexual abuse

Sexual violence and abuse can cause severe and long-lasting harm to individuals across a range of health, social and economic factors. It can worsen the impact of inequalities which mostly affect women, the vulnerable and the disadvantaged, and are often linked to domestic violence. Long-term effects can include depression, anxiety, post traumatic stress disorder, anorexia, psychosis, drug and substance misuse, self-harm and suicide, of which a higher prevalence is documented amongst young people who have experienced sexual assault.

Skills required:

- An ability to communicate with children and their carers about sensitive issues
- An understanding of and sensitive to the child's developmental, social and emotional needs and their intellectual level
- An understanding of consent and confidentiality as they relate to children and young people
- Competence to conduct a comprehensive general and genital examination and skill in the different techniques to facilitate the genital examination
- An understanding, based on current research evidence, the normal genital and anal anatomy and the variants for age and gender to be examined

- Competence in the use of the colposcope and obtaining photo-documentation ensuring that it properly reflects the clinical findings and documenting where it does not.
- An understanding of the forensic samples which are appropriate for the investigation and how these should be obtained and packaged.
- The ability to document comprehensively and precisely the clinical findings in the contemporaneous notes
- The competence to produce a detailed statement or report describing and interpreting the findings
- An understanding of the importance of communicating and co-operating with agencies and professionals involved in the care of the child.
- The ability to present evidence and be cross examined
- An understanding of the different types of post coital contraception available
- Understanding of prophylaxis including viral hepatitis and HIV, screening and diagnosis of sexually acquired infections

Providing services to individuals who have been victims of sexual abuse requires special sensitivity and the same is true of services to children and young people. Social, cultural, ethnic and religious backgrounds must be considered and may be a cause of additional stress for sexual abuse victims. Psychological trauma may be evidenced in many different forms, from unusual calm to heightened anxiety; extreme tearfulness to laughter; anger to withdrawal. As such, it is important to provide sensitive care when the child/adolescent and family first presents using a tailored approach that offers continued support through the evaluation.

It is imperative that evidence be properly collected, preserved, and analysed so that, should the assailant be prosecuted, effective evidence will be available to the criminal justice system. Proper collection and handling of evidence is vital. Legal protocol dictates a “chain of evidence” wherein each individual handling the evidence documents receipt and delivery of the specimens.

Sexually abused children and their families need professional evaluation and treatment.

An expert medical forensic evaluation may determine the type and extent of the abuse, will diagnose and treat infections that result from the abuse, and determine the appropriate mental health treatment needed to reduce the risk of developing low self-esteem, feelings of guilt, shame, and further emotional trauma. The identification of sexual offenders may prevent future episodes of sexual abuse to that child as well as others.

Supporting the Criminal Justice System

Our Healthcare Professionals will provide an essential forensic service to support the Criminal Justice System ensuring the Police have the high quality of evidence to support decisions to prosecute in cases of child sexual abuse through improved forensic medical provision.

Our training framework ensures that all our staff understand the legislation surrounding sexual violence and forensic principles to ensure forensic integrity of evidence and informs our management of those in our care, undertaking a blended learning programme to ensure appropriate knowledge and skills are acquired.



Total Professionalism

Our service ensures that our quality provision provides safe, effective care and is responsive to the needs of those that use our services, with a robust integrated governance framework. Quality assurance, accountability, service effectiveness, meeting health and social need, tackling social exclusion and inequality, ensuring seamless health and social care, and meeting shared professional objectives are all considered as part of our performance and supported by local clinical leadership to ensure delivery.

THE ROLE AND REWARDS

By joining the Mountain Healthcare team, you will be helping to make a difference to lives of the people across the area you live, whilst also learning new skills and being part of a close-knit team.

Paediatric Sexual Offence Examiner:

Rates will be dependent on whether working on an employed or sub-contracting basis.

Full paid training will be provided along with an individual training program of support and development.

Mountain Healthcare Training Programmes

Competency based assessment, statutory and mandatory training represents a significant investment and undertaking for all staff working within sexual offence.

Mountain Healthcare has identified through their working practice in the sexual offence environment a competency based programme and would support completion of national training programmes such as FMERSA and DFCASA.

RECRUITMENT PROCESS

Your application form will initially be sifted against MHL essential criteria.

Following this your application will be assessed against the role criteria.

If successful at this stage we will contact you regarding an interview date. You will receive a minimum of 7 days' notice. If you are unsuccessful at this stage we will also write to you and advise you of this.

The final part of the selection process will include a question and answer interview and you will be required to give a presentation.

If successful at interview we will ask you to complete relevant Police Vetting, DBS and Reference checks. We will also send you an Offer Letter of Employment which sets out what happens next.

If unsuccessful we will also advise you in writing.

The recruitment process is thorough and consequently can be quite lengthy.

CONDITIONS OF SERVICE

- Paediatric Examiners will form part of a 7 days per week service. We operate a fair and flexible workforce so would expect you to work a combination of days, nights and weekend shifts. It is anticipated that you will be prepared to undertake shifts in the event of sickness or other emergency cover.
- The majority of our doctors work on a sub-contracting basis, however an employed role is an option if preferred.
- You will be on probation during your first 3 months.
- Candidates will be asked to complete a security vetting questionnaire.
- As part of our recruitment procedure it is necessary to understand your fitness to work in this role. You will therefore be contacted by our independent Occupational Health Advisor once you have commenced employment with us. This information will be treated with the strictest confidence.
- If employed, Termination of Employment will be as follows –
 - After the probationary period, you will be required to provide 2 months' notice to terminate your employment. The Company may terminate your Employment Contract by giving you 1 weeks' notice.
 - After 1 years' continuous service, you will be required to provide 3 months' notice to terminate your employment.
 - After 2 years' continuous service, the Company will give 1 weeks' notice for every completed year of service, up to a maximum of 12 weeks and with not less than 12 weeks' notice after 12 years of continuous employment.

FURTHER READING

In support of your application and future interview, we recommend background reading on Sexual Offences as you will need to have some awareness of this during your interview. Therefore, we have suggested the following sources.

- Faculty of Forensic and Legal Medicine
- Royal College Paediatrics and Child Health
- Health & Justice Commissioning: NHS England
- Search engines yield various results and can contain some useful examples of existing SARC services. Some of which we currently provide include:
 - www.beechhousesarc.org
 - www.saturncentre.org
 - www.emeraldcentre.org

We will not expect you to have an in-depth knowledge of any area of forensic medicine.