

Role Profile

Job Title:	Higher Level Therapist/CBT Supervisor
Location:	Child & Family Early Help Hub
Department:	BICS
Directorate:	Family Services
Grade:	K
Salary Range:	
Reports to:	Clinical Manager

Job Purpose

- To join a multi-disciplinary team of clinicians offering a range of mental health and wellbeing interventions to children, young people, and their families in one of Barnet's Child & Family Early Help Hubs.
- Work as a lead professional on cases where the identified issue in the referred CYP is a mental health difficulty.
- Develop supervisory skills through training and ongoing supervision with a focus on offering clinical supervision and line management to CWPs (and potentially EMHPs) both in training and once qualified in line with course and role requirements. The proportion of supervision to clinical work would directly correlate and impact on overall clinical capacity.
- To work in partnership with the BICS and Child & Family Early Help leadership team to implement an integrated mental health and wellbeing service for children, young people, and their families in Barnet.
- To work closely with colleagues in BICS, Child & Family Early Help, and our partners to develop Barnet's proposed 'Team around the School' approach.
- To be a link practitioner for an agreed number of schools.

Key accountabilities, duties, responsibilities

Clinical

- Utilises highly developed specialised knowledge covering a range of procedures and underpinned by relevant broad-based knowledge, experience and competence in mental health.
- It is desirable that the clinicians have knowledge and qualification in Cognitive Behavioural Therapy (CBT).
- Demonstrates independent practice responding to social, scientific, clinical and ethical issues which are encountered.
- Makes complex judgements requiring analysis, interpretation and comparison of options by integrating complex knowledge sources in new and/or unfamiliar contexts.
- Responsible for clinical pathways appropriate to field of work.
- Engages and actively involves the individual and, if appropriate, their family/carer, in the assessment, planning, implementation and evaluation of programmes of treatment and/or care by using person-centred techniques to promote a culture of self care and empowerment.
- Works to standards of proficiency identified by their professional and regulatory bodies performing clinical treatments/procedures to a highly specialist standard.
- Prioritises their own workload and that of the wider team within agreed objectives deciding when to refer to others as appropriate.
- Provides and receives complex, sensitive or contentious information where motivational, persuasive, empathetic, negotiating and reassurance skills are required whilst demonstrating an understanding of barriers to communication.
- Approaches each individual with care, compassion and sensitivity ensuring that these values are reflected in all aspects of role including the management of complaints and compliments.

Leadership

- Ensures that a professional service and image is maintained at all time, thereby acting as a role model to all staff.
- Provides a leadership style which is underpinned by strongly held values around equality, diversity and openness; effectively builds and maintains relationships with

direct supervisee(s), management team and other key individuals across the organisation.

- Ensures the effective and efficient use of resources e.g. staff, supplies within their own sphere of responsibility.
- Demonstrates leadership and innovation in contexts which are unfamiliar, complex, and unpredictable that require solving problems involving many interacting factors.
- Demonstrates the ability to delegate, organise and prioritise workload to ensure the safe delivery of the service including the management of referrals and discharges utilising locally agreed support mechanisms e.g. on call manager and making judgements in complex situations.
- Demonstrates resilience when responding to challenge, change and complex or difficult situations.
- Demonstrates clinical leadership, initiative and creativity in developing projects inspiring others to be positive in their contribution to continuous improvement.
- Clearly articulates the expected clinical standards of the service, monitors and identifies where standards are not met and takes action to address.
- Ensures that all objectives, for self and those directly responsible for, are clearly defined within the wider Directorate framework and in line with Trust's objectives, using the appraisal process as a vehicle for this.
- Takes responsibility for their own and others' health and safety in the working environment.
- Provide clinical supervision to the CWP/EMHPs as needed ensuring the highest quality.
- Supporting families, children and young people where their needs fall between the low intensity CWP/EMHP offer and the CAMHS service criteria. This will include working with more specialist settings providing assessment and consultation model to enable effective change and rapid onward referral to relevant specialist services including CAMHS NHS.

Learning and Development

- Undertakes any training required to develop and maintain their proficiency in response to changes in service delivery or new and emerging techniques and demonstrate competence within professional body requirements.
- Reflects on and evaluates own practice and identifies areas of development by setting appropriate objectives via appraisal and clinical supervision.

- Initiates and develops research and development programmes appropriate to clinical practice.
- Devises and delivers specialist training and development programmes within team and to other services, teams or agencies.
- Provides high quality, specialist advice related to clinical specialism to other practitioners, agencies and individuals.
- Ensures appraisals for direct supervisees are undertaken in accordance with LBB policy; manages performance which falls below standard in accordance with the appropriate HR policies and processes seeking support from senior staff where required.
- Supports the learning and development of others including students and preceptees.
- Enabling trainee CWP/EMHP placement success and innovative service delivery including system pathways and setting engagement.

Service Development and Partnership Working

- Actively develops and maintains effective clinical and corporate working relationships both within and outside the London Borough of Barnet including with other agencies and Higher Education Institutes.
- Explores the potential for collaborative working and takes opportunities to initiate and sustain such relationships in order to improve service delivery.
- Actively contributes to the multi-disciplinary team supporting the children and young person; acting as a credible source of information for other agencies/professionals involved in the care; act as a resource of specialist knowledge for others.
- Working with community and education setting leaders to ensure effective pathways, referrals and delivery including suitable therapeutic spaces.

Operational

- Work closely with BICS and Child & Family Early Help senior leaders to develop and implement the proposed “Team around the School” model in Barnet.
- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.

Training and Supervision:

- Take responsibility for your own professional development by actively engaging in regular clinical supervision and training as relevant to CYP and their families.
- To have or to be working towards accreditation as a clinical supervisor to provide high quality, safe, reflective clinical supervision to less experienced BICS colleagues, including trainees, to help them to develop their skills, understanding, and confidence in carrying out their clinical work.

Professional Registration

- As a clinician, employed in an area of work which requires membership of a UK professional body in order to practice e.g. UKCP, BACP, HCPC etc, it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice, including CPD requirements.
- Documentary evidence of your registration with your professional body or in respect of any required qualifications will be requested, in addition to evidence of such membership being updated and maintained.
- We recognise that systemic barriers related to factors including but not limited to race, class, and gender continue to prevent many of our colleagues from accessing core professions. Given that most accredited psychotherapy training courses require candidates to have a core profession, these colleagues are effectively prevented from thriving and progressing in their careers.
- Consequently, in the absence of a core profession, in addition to being able to demonstrate your clinical and leadership experience and commitment to CPD, you will need to provide evidence of a relevant qualification in CYP MH **and** evidence of having completed an accredited course in clinical supervision or eligibility for completion of an appropriate supervision course.

Quality Assurance and Clinical Governance

- Be aware of all relevant legislation and guidance relevant to Safeguarding and Child Protection procedures including significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.
- To ensure clinical risk is safety managed and to support the development of clear pathways to specialist CAMHS for referral, joint work and treatment.

- To participate in a culture of excellence and innovation through continuous evaluation and improvement.
- To use theory and research to inform evidence-based practice and drive clinical innovation and best practice.
- To ensure adherence to NICE and other best practice guidelines
- To ensure that outcome monitoring is embedded, providing analytical and insight reports as required
- Work to ensure that children and young people are actively involved in the design, delivery and evaluation of services using co-production approaches and consultation measures
- To undertake clinical audit.

Innovation and Quality

Works with managers colleagues, partners, children, young people and their families and carers to continually improve the quality of service delivery within the overall organisational governance frameworks and corporate objectives reflecting the changing needs of the population, local and national initiatives e.g. suggesting changes to pathways or processes

Implements, monitors and maintains agreed standards of care, reporting to the team/service manager when standards are not met

Implements policies relevant to service area and ensures team members are aware of policy requirements

Initiates and leads clinical audit and ensures relevant action plans are completed.

Identifies, manages and minimises risks within the overall organisational risk management frameworks supporting other staff to contribute to the process. This includes understanding and applying knowledge of clinical role in safeguarding and incident management

Acts as an advocate for patients and their families/carers recognising the boundaries of their clinical knowledge; liaising and referring on to other services / agencies as required

Ensures that children, young people, families and carers experience is core to all clinical and service development gaining support from the appropriate corporate teams as required

Develops and implements innovative clinical practice to contribute to the Quality Framework, outcome measures and best practice standards in order to deliver an effective, high quality service

Flexibility

- This job description is intended as an outline indicator of general and specific areas of activity and will be amended in light of the changing needs of the organisation. To be reviewed in conjunction with the post holder as necessary and on a regular basis.
- In order to deliver the service effectively, a degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above.
- The post holder may be asked to work outside of normal working hours and/or at locations that differ from the primary place of work. Such duties, however, will fall within the scope of the post, at the appropriate grade.
- This Job Description is not meant as an exhaustive description of all aspects of your role as duties will vary according to the needs of the service. All such variations will be by reasonable request and agreement with your line manager and will be commensurate with the status and grading of the post.

Continuous Improvement

- Staff employed by the Council are expected to play an active role in development and improving services to the benefit of service users.
- All employees are required to participate in the annual Personal Development Review activities and any associated training and/or learning opportunities.
- Those with supervisory responsibility are required to follow agreed BICS and LBB policies in respect of provided supervision.

Health and Safety

- All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with the organisation's health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the organisation's Risk Management Policies & Procedures.
- *All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving service users, carers, staff, contractors or members of the public using the organisation's designated system.
- This role may, at times, involve working with children and young people who are experiencing high levels of distress and who may pose a risk of harm to themselves or others. In consultation with supervisors and senior managers, the postholder is expected

to manage risk in accordance with the organisation's established policies and procedures, seeking supervision and support from supervisors and senior managers.

The Council's Commitment to Equality

- Deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.
- This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

Safeguarding

- Barnet is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

Promotion of Corporate Values

To ensure that service user care is maintained to the agreed standards according to the council's values. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

To ensure the appropriate level of confidentiality is maintained in all aspects of work.

Record Keeping and Confidentiality

- All staff who contribute to the care records of children, their families and significant others involved in their care are expected to be familiar with and adhere to the Council's Standards of Record keeping. Care records are subject to regular audit.
- All staff who have access to care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Council's Code of Confidentiality.

Systems and IT Skills Requirements:

- Staff need to have the essential IT skills in order to use the Clinical Information Systems and other IT systems in place as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training to be provided.

All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

Barnet is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

This role is subject to an enhanced DBS Check.

PERSON SPECIFICATION

	Level required	
Professional qualifications and training	<p>Essential:</p> <p>Professional degree relevant to practitioner career in CYP MH.</p> <p>Postgraduate learning to Masters level or equivalent, relevant to practitioner career in CYP MH e.g., Cognitive behavioural Therapist</p> <p>HPCP-registered and/or appropriate professional body registration (e.g. BABCP)</p> <p>Specific CPD modules relevant to Children and Young People's Mental Health (CYP MH)</p> <p>Teaching, training or mentorship qualification or experience</p> <p>Clinical CBT supervision experience</p>	<p>Desirable:</p> <p>Maintains a portfolio of CPD in line with regulatory body standards</p> <p>Clinical CBT supervision qualification</p> <p>Leadership and management qualification</p>
Knowledge/ Experience Skills & Abilities	<p>At least two years' experience working therapeutically, clinically and/or consultatively within a CYP Educational or Mental Health Setting, with children and young people with mental health difficulties and their families</p> <p>Experience in the teaching and training of others in healthcare</p>	<p>Experience in the supervision and management of other staff</p> <p>Experience of delivering CBT-informed supervision</p> <p>Working in community or primary care-based teams</p> <p>Experience of whole-school approach to wellbeing</p>

	<p>and/or education settings e.g. clinical, academic</p> <p>Experience of working in/with educational settings</p> <p>Experience of delivering CBT-informed practice</p> <p>Experience of multi-agency collaborative working</p> <p>Experience of monitoring service performance and clinical outcomes</p> <p>Highly developed theoretical and clinical knowledge appropriate to CYP MH</p> <p>Highly developed knowledge of relevant current issues in health and social care, ethics and innovation and application in practice</p> <p>Demonstrates awareness of limits to knowledge base</p> <p>Experience of leading the application of clinical governance and quality measures in practice</p> <p>Knowledge of benefits and limitations of low-intensity work</p> <p>Knowledge of outcome measures relevant for mild-to-moderate CYP MH services</p> <p>Demonstrable knowledge of relevant safeguarding and mental health legislation</p> <p>Interest in providing teaching and training</p> <p>Ability to provide clear consultation to professionals</p>	<p>Experience of developing clinical policies/procedures</p> <p>Evidence of research projects and / or clinical audits relevant to clinical area</p> <p>Ability to use client and family voice in design and delivery of the service</p> <p>Knowledge of current research methodology</p> <p>Awareness of relevant initiatives and frameworks in CYP MH, including MHSTs, Thrive Elaborated, etc.</p>
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	<p>Interest in and ability to improve services to increase efficiency and enhance patient experience</p>	
<p>Personal Qualities</p>	<p>Ability to recognise own and others work related stress and pressures, and as a multi-disciplinary team colleague to support where necessary taking appropriate action.</p> <p>Good interpersonal skills and desire to build a supportive team environment.</p> <p>Personal time management skills and ability to work independently.</p> <p>Committed to personal development.</p>	
<p>Other Skills</p>	<p>Competent IT skills in order to provide online support, engage in online meetings, efficiently report and present work</p> <p>Assessment, planning, treatment and evaluation skills appropriate to CYP MH</p> <p>Highly complex analytical and creative problem-solving skills in unpredictable situations</p> <p>Workload management including delegation of tasks and day-to-day team leadership</p> <p>Excellent interpersonal and communication skills: advanced verbal, non-verbal and written communication skills including communicating complex or potentially distressing information to patients / carers and managing conflict when appropriate</p>	<p>Lead / contribute to research activities relevant to clinical area</p> <p>Car owner/driver or suitable alternative transport to enable you to undertake the job (it is possible that public transport will meet this requirement). Reasonable adjustments can be considered in accordance with the Equality Act.</p>