TEAM BARNET

BARNET LONDON BOROUGH

Caring for people, our places and the planet

Role Profile

Job Title:	**BICS Senior Clinical Practitioner**
Location:	**Child & Family Early Help Hub**
Department:	**BICS**
Directorate:	**Family Services**
Grade:	**K**
Salary Range:	**£58,239 - £63,690**
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 (CYP), 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.
- To work in partnership with the BICS and Child & Family Early Help leadership team to implement an integrated mental health and wellbeing service for CYP and their families in Barnet.
- Provide specialist clinical assessments and interventions to CYP and their families to support the management of difficulties, including stress and family dysfunction, aiming at all times to build their resilience and improve their outcomes.
- 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.
- Under the direction of the Clinical Manager, provide clinical supervision and line management to Education Mental Health Practitioners (EMHP) or Children's Wellbeing Practitioners (CWP).

Key accountabilities

Clinical Responsibilities:

- Working as a lead professional, undertake clinical assessments, including assessments of risk to CYP, which may include using medical, psychological and social histories, observation, rating scales, psychometric testing and face to face contact with children, young people and their families.
- Identify psychological, relational, emotional, or behavioural issues in order to formulate, implement and evaluate effective treatment options and plans taking into account a broad range of therapeutic models and theories.
- Provide evidenced based clinical interventions to CYP and their families aiming at all times to build their resilience and improve their outcomes.
- Establish rapport and build therapeutic relationships with CYP and their families to assist them in gaining insight, defining goals, and planning actions to achieve and sustain change
- Communicate effectively with any other professionals involved in the child's care with regularity.
- Provide specialist mental health advice and consultation to professionals in Child & Family Early Help, communities, and/or schools, working autonomously within professional practice guidelines and under the guidance of a clinical supervisor.
- Work collaboratively within the multi-disciplinary team, providing and using direction, support and guidance of your supervisor/line manager and the team to effectively manage the range of complexities of risk, need and ambiguity that CYP and their families present with.
- Work as a link practitioner in an agreed number of Barnet schools.
- Use flexibility and creativity to engage CYP and develop relationships of trust, bringing to the attention of your supervisor/line manager any concerns relating to the quality of parenting or the safety and well-being of children and young people within their home, school or community environments.
- Prepare high quality concise informative and analytical written reports based on complex evidence in relation to your work with CYP and their families as required for a range of audiences to agreed standards and timescales.
- Attend and participate in a range of relevant statutory and non-statutory professional meetings in relation to your clinical work, using your professional expertise and evidence to contribute towards a shared understanding of the child/young person's emotional world and mental health or behavioural difficulties.

- To ensure practice, at all times, considers CYP's diverse range of needs, cultural and religious contexts and wide range of linguistic, ethnic, national, economic and social backgrounds ensuring services are accessible and effective in meeting their needs.

- Maintain up to date and high-quality case records of your work with CYP and their families, exploring circumstances contributing to the overall picture of need and risk, including the views and contributions of CYP and their families.

Service Development and Partnership Working:

- To support the transformation, development and delivery of the Child & Family Early Help integrated clinical service under the guidance of BICS and Child & Family Early Help senior leaders.

- To support the development and maintenance of effective links both within Family Services and with external partners and stakeholders.

- To work collaboratively with colleagues, schools, and partners to develop and implement Barnet's proposed *Team around the School* model.

- Be an effective representative of Barnet Family Services, acting at all times in a professional manner by attending meetings and forums in accordance with the scope of the role and actively contributing towards local and national service developments and initiatives.

- To keep abreast of best practice developments in CYPMH provision, using research to inform practice innovation and development at all times seeking to improve the quality of services delivered to children, young people and their families.

- Learn, use and maintain required management information, administrative and associated ICT systems.

- Contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of the integrated clinical service, employing professional skills in research to improve services for children and their families.

- Provide statistical data of clinical activity and routine outcomes measures into information collection systems as required.

- Acquire knowledge about different groups, races and cultures which inform service delivery and have regard for the particular needs of children from black and minority ethnic groups.

- Operate within the Council's financial regulations, budgetary framework and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.

Operational Responsibilities:

- 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.

- Senior Clinical Practitioners (MHST Supervisors) to provide high-quality, reflective, clinical supervision to qualified and trainee EMHPs.

- Senior Clinical Practitioners (CWP Supervisors) to provide high-quality, reflective, clinical supervision to qualified and trainee CWPs.

- The proportion of consultation, intervention, and supervision will correlate accordingly and take into account changing service needs.

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.

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 providing supervision. Those staff who feel they would benefit from further training in clinical supervision are encouraged to discuss this with their line manager.

Health and Safety

- Ensure safe and efficient delivery of service by achieving high standards of health and safety reducing risk.

- Abide by of Barnet's health and safety policy, associated arrangements for managing, and implement the manager's responsibilities set out therein.
- Complete mandatory health and safety training.

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.

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

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Professional qualification **and** registration with the relevant accrediting body in: • Clinical/Counselling Psychology • Systemic Psychotherapy • CBT Therapy • Art/Music/Drama Therapy • Integrative Therapy • Psychodynamic/psychoanalytic psychotherapy • Interpersonal Therapy **Or:** • Equivalent qualification and extensive experience of working clinically with CYP.	Essential	Application
Qualification in clinical supervision.	Desirable	Application
Short courses / CPD working with CYP and families: • CYP IAPT Trainings Under 5's, Parenting Training	Desirable	Application

• Other post graduate qualifications for example: • CBT • Systemic Foundation/ PG Certificate • EMDR • Mindfulness • MBT • DDP		
Experience & Knowledge		
Extensive experience of working with CYP and families with behavioural, emotional and psychological difficulties.	Essential	Application/Interview
Advanced knowledge of assessment and intervention approaches as applied to CYP with emotional, developmental, relationship and behavioural difficulties including CYP presenting with depression, anxiety, deliberate self-harm, offending behaviour, and substance misuse.	Essential	Application/Interview
Good understanding of the impact of domestic abuse, family or community violence, poverty, poor school attainment, offending and mental illness on children's outcomes	Essential	Interview
Strong capacity to undertake assessments of CYP's emotional and psychological needs and contribute to children's plans in a multi-professional/agency context	Essential	Interview
Excellent knowledge and experience of delivering CBT interventions to CYP.	Essential	Application/Interview
Strong ability to effectively communicate in writing and orally clinically sensitive information to CYP and their families, support systems and a range of professionals.	Essential	Application/Interview
Good ability to analyse complex information, evaluate results and choose the best approach to address problems and manage risks	Essential	Interview

Resilience to maintain professionalism and manage work safely with CYP and families within diverse ethnic communities including an ability to manage risk and anxiety in pressured situations	Essential	Interview
Experience of working in multi-disciplinary teams.	Desirable	Application/Interview
Experience of working within a school based/education setting.	Desirable	Application/Interview
Good capacity to develop constructive and cooperative working relationships with others and maintain them over time.	Essential	Interview
Good ability to provide advice and consultation to other professionals, supporting joined up approaches to managing early help interventions with children, young people and their families.	Essential	Interview
Ability to offer high quality, reflective clinical supervision to less experienced BICS colleagues, including trainees.	Essential	Interview
MHST supervisors: excellent understanding of the MHST service delivery model and EMHP training / qualified practitioner roles and responsibilities. CWP supervisors: excellent understanding of the CWP service delivery model and CWP training / qualified practitioner roles and responsibilities.	Essential	Application/Interview
Knowledge of legislation, policy and practice guidance, as relevant to the protection and provision of support to children, young people and families.	Essential	Application/Interview

A commitment to and evidence of continuing professional development in accordance with professional registration requirements and an enthusiasm to develop expertise	Essential	Application/Interview
Ability and willingness to work independently and jointly with other professionals in a range of settings including schools and family homes to meet the needs of the child/family.	Essential	Interview
Enthusiasm for a broad range of clinical models of service delivery and an ability to articulate the value added by clinical services within the context of an integrated early help system.	Essential	Application/Interview
Capacity to use clinical governance, management and supervision arrangements to manage your work, obtain direction and advice and maintain clinical standards and resilience in the face of exposure to emotive material and challenging behaviours.	Essential	Interview
Ability to contribute to the evaluation and monitoring of work done and outcomes achieved, including analysing and reporting on complex data, presenting findings and making recommendations for service improvements as necessary.	Essential	Application/Interview
Must be IT competent, including Microsoft Office Word & Excel.	Essential	Application/Interview
Skill & Ability		
Good working knowledge of evidence-based interventions for children and young people.	Essential	Application/Interview
Excellent verbal and written communication skills, including telephone skills.	Essential	Application/Interview
Able to develop good therapeutic relationships with clients	Essential	Interview

Ability and willingness to travel to locations throughout the Borough	Essential	Application/Interview
Fluent in languages other than English	Desirable	Application/Interview
Car driver with valid UK driver's licence.	Desirable	Application/Interview
Values & Behaviours		
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.	Essential	Interview
Good interpersonal skills and desire to build a supportive team environment.	Essential	Interview
Personal time management skills and ability to work independently.	Essential	Interview
Committed to personal development.	Essential	Interview
Caring		
High level of enthusiasm and motivation.	Essential	Interview
Advanced communication skills	Essential	Interview
Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload	Essential	Interview
Learning to Improve		
Ability to use clinical supervision and personal development positively and effectively	Essential	Interview
Ability to work under pressure	Essential	Interview
Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision	Essential	Interview
Inclusive		

Regard for others and respect for individual rights of autonomy and confidentiality	Essential	Interview
Collaborative		
Ability to work within a team and foster good working relationships	Essential	Interview