

Role Profile

Job Title	VAWG - Clinical Practitioner
Location:	Colindale/Hybrid
Directorate:	Family Services
Service:	Violence Against Women & Girls (VAWG)
Grade:	K
Salary Range:	£56,376 - £61,653
Reports to:	VAWG Strategy Manager

1. Job Purpose:

To take a lead role in taking forward Barnet's VAWG Action Plan in partnership with Barnet's VAWG Strategy Manager on addressing violence against women and girls through, education, outreach and community engagement. The role is for a passionate and skilled Clinical Practitioner to join our newly established, innovative Domestic Abuse Hub.

This pioneering service is designed to place children and young people (CYP) affected by domestic abuse at the heart of our response, with a clear vision to reduce long-term emotional harm and build resilience through early, trauma-informed interventions.

As a Clinical Practitioner, you will play a central role in designing, delivering, and evaluating group-based clinical interventions that support CYP in understanding and processing their experiences, managing overwhelming emotions, and developing strategies to enhance their sense of safety, self-worth, and wellbeing.

2. Key accountabilities:**Design and Development:**

- 1) Lead the development of an 8-session clinical group intervention for children and young people (CYP) affected by domestic abuse, incorporating psychoeducation and trauma-informed therapeutic approaches.
- 2) Adapt the model for both individual and group delivery, ensuring it is age-appropriate, inclusive, and culturally sensitive.effective training sessions

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Delivery and Evaluation:

- 3) Undertake assessments of CYP on Child Protection plans referred to the group by Children's Social Care social workers.
- 4) Use flexibility and creativity to engage children and young people and develop relationships of trust,
- 5) Design and deliver a co-facilitated 8-session trauma-informed domestic abuse intervention to CYP.
- 6) Communicate effectively with any other professionals involved in the child's care with regularity.
- 7) Attend and participate in relevant professional meetings using your professional expertise and evidence to contribute towards shared decision making and planning for CYPF.
- 8) To ensure practice, at all times, considers CYP's diverse range of needs, cultural and religious context and wide range of linguistic, ethnic, national, economic and social backgrounds ensuring services are accessible and effective in meeting their needs.
- 9) Maintain up to date and high-quality case records and provide high quality reports to referrers.
- 10) Work autonomously within professional practice guidelines and under the guidance of a line manager and a clinical supervisor.
- 11) Provide statistical data of clinical activity and routine outcomes measures into information collection systems as required.
- 12) Evaluate the impact of the intervention using outcome measures and feedback from participants, families, and professionals.

Training & Capacity Building:

- 13) Develop and implement a "train-the-trainer" programme to build capacity and extend reach across Family Services in Barnet, for example, Early Help, REACH, and Youth Justice Service (YJS) teams.
- 14) Support the identification and training of co-facilitators within Family Services, including experts by experience.

Multi-Agency Collaboration:

- 15) Work closely with colleagues in the Domestic Abuse Hub, safeguarding teams, education, social care, and voluntary sector partners to ensure coordinated and holistic support for CYP.
- 16) Provide clinical expertise, specialist advice, and consultation to colleagues and other professionals to ensure safe, seamless multi-agency planning for CYP.

Service Development and Partnership Working:

- 17) Contribute to the strategic development of the Domestic Abuse Hub, including service design, quality assurance, and innovation.
- 18) Support the integration of lived experience into service delivery and evaluation. To support the development and maintenance of effective links both within Family Services and with external partners and stakeholders.
- 19) 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.
- 20) To keep abreast of best practice developments in CYP Mental Health 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.
- 21) Learn, use and maintain required management information, administrative and associated ICT systems.

Training & Supervision:

- 22) Take responsibility for professional development by actively engaging in regular clinical supervision and relevant training.

Professional Registration:

- 23) 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.
- 24) 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.
- 25) 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.
- 26) 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 course.

Quality Assurance & Clinical Governance:

- 27) 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.
- 28) To ensure clinical risk is safety managed and to support the development of clear pathways to specialist CAMHS for referral, joint work and treatment.

- 29) To participate in a culture of excellence and innovation through continuous evaluation and improvement.
- 30) To use theory and research to inform evidence-based practice and drive clinical innovation and best practice.
- 31) To ensure adherence to NICE and other best practice guidelines.
- 32) To ensure that outcome monitoring is embedded, providing analytical and insight reports as required.
- 33) 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.
- 34) To undertake clinical audit.

3. Financial Responsibilities:

None

4. Staff Responsibilities

None

5. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment were issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

6. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

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

7. Flexibility

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. Such duties, however, will fall within the scope of the post, at the appropriate grade.

8. The Council's Commitment to Equality

To 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.

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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 Art/Music/Drama Therapy Integrative Therapy Mentalization Based Therapy (MBT) Psychodynamic/psychoanalytic psychotherapy Interpersonal Therapy	Essential	Application
In addition to specialist training, additional short courses / CPD working with children, young people and families: CYP IAPT Trainings Under 5's, Parenting Training Other post graduate qualifications for example: CBT Systemic Foundation/ PG Certificate EMDR Mindfulness DDP	Desirable	Application
Experience & Knowledge		
Experience of working with children, young people and families with behavioural, emotional and psychological difficulties.	Essential	Application
Sound knowledge of assessment and intervention approaches as applied to children and young people with	Essential	Application/Interview

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emotional, developmental, relationship and behavioural difficulties including young people presenting with depression, anxiety, deliberate self-harm, offending behaviour, and substance misuse.		
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	Application/Interview
Strong capacity to undertake assessments of young people's emotional and psychological needs and contribute to children's plans in a multi-professional/agency context.	Essential	Application/Interview
Strong ability to effectively communicate in writing and orally clinically sensitive information to young people, their families, support systems and a range of professionals.	Essential	Application/Interview
Capacity to analyse complex information, evaluate results and choose the best approach to address problems and manage risks.	Essential	Application/Interview
Good capacity to develop constructive and cooperative working relationships with others, and maintain them over time, providing support to others through coaching, mentoring to improve their knowledge or skills.	Essential	Application/Interview
Resilience to maintain professionalism and manage work safely with children, young people and families within diverse ethnic communities including an ability to manage risk and anxiety in pressured situations.	Essential	Application/Interview
Experience of working in multi-disciplinary teams.	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
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
Previous experience of working within statutory Social Care settings.	Desirable	Application/Interview
Experience of working within School based/Education setting.	Desirable	Application/Interview
Experience of running clinical/psycho-educational groups for CYP.	Desirable	Application/Interview

Skill & Ability		
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 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
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	Interview
Must be IT competent, including Microsoft Office Word & Excel.	Essential	Application/Interview
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	Application/Interview
Good interpersonal skills and desire to build a supportive team environment.	Essential	Application/Interview
Personal time management skills and ability to work independently.	Essential	Application/Interview
Committed to personal development.	Essential	Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		

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Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview