

ROLE PROFILE

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| Job Title Service areas: | Clinical Manager (2 posts): – Early Help/CAMHS in Schools (1 post) – Social Care (1 post) |
| Barnet Band & scale range | L |
| Reports to | Clinical Lead |
| Service | Family Services |
| No. of staff responsible for | TBC |

Purpose of Job

Barnet is developing an integrated CAMH provision to work alongside our multi-agency 0-19 Early Help Framework and our Children’s Social Care Service.

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| <p>Service: Early Help/CAMHS in Schools Team and Children and Wellbeing service (CWP)</p> <p>As a Clinical Manager in Early Help, you will be responsible for Primary Mental Health Workers working within Schools and community and Children Wellbeing Practitioners (CYP-IAPT) as part of the CWP Service.</p> <p>Community based our 0-19 Early Help Framework is a multi-agency partnership of professionals working in three delivery localities across the borough, East & Central, West and the South. Each locality has a network of professionals including Health Visitors, Children’s Centres, Youth Services, Police, Housing, Child & Adolescent Mental Health Services (CAMHS) and the Voluntary Sector working as part of an Early Help Hub which are linked to Schools in the locality area and Children and Emotional Wellbeing Service (CWP).</p> | <p>Service: Social Care (DAT, I&P, LAC, Leaving Care and Adoption Team, REACH Team):</p> <p>As a Clinical Manager in Social Care, you will be responsible for Clinical Practitioner/s based in Social Care: Duty & Assessment (DAT); Intervention & Planning (I&P); REACH Team, LAC, Leaving Care and Adoption Service.</p> <p>Our Children’s Social Care Service is developing an Integrated Clinical Service to work alongside our Children’s Social Care Teams. The Clinical Team is multi-disciplinary and expands on our existing clinical provision to children Looked After, post-permanency (SGO and Adoption), Youth Offending and our specialist REACH Team working with young people who are involved in Gangs, at CSE risk or Missing.</p> |
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Key accountabilities, duties, responsibilities

- The Clinical Manager will take a lead role in the management, delivery and development of high quality CAMH provision for children and young people across the early help framework and the integrated Children's Social Care CAMH provision.
- The respective post holder/s will lead a team of psychological therapists and support the development of the service and effective integration with wider CAMH provision, statutory and local services.
- Working under the leadership of the Clinical Lead your post will provide sound professional and high-quality management support and supervision to a team of multidisciplinary clinicians to ensure continuous service and professional development, practice innovation and ensure assessment and treatments are evidenced based and outcome focussed.
- As an experienced Senior Clinician from a core CAMHS discipline you will be accountable for a team of psychological therapists and psychologists in either Early Help (0-19) or the Integrated Children's Social Care Service.
- The post holder will ensure the provision of highly specialised CAMH and professional guidance and support to the Early Help Partnership and/or Family Services workforce, supporting the development of practice innovation and workforce development opportunities.
- The post holder will be accountable to the Clinical Lead and will evidence clinical outcomes using a range of measures and quality and performance reporting tools.
- The post holder will engage with key stakeholders, professional networks and wider CAMHS providers to build effective care pathways, joint working and workforce development opportunities.

Leadership

- To provide motivational and high quality clinical leadership and management to a team of multidisciplinary clinicians ensuring a culture of child centred and outcome focussed practice through effective, evidence based assessment and treatment and accessible care pathways.
- To support the transformation and development of the Integrated Clinical Service through facilitative and supportive professional leadership, management and practice innovation.
- To support the development of the Integrated Clinical Service policies, procedures, allocation processes and internal and external care pathways.
- To take a lead role in the implementation of practice initiatives striving at all times for best practice and high quality CAMH provision that is evidenced based and outcome focussed.
- To maintain professional oversight of a multi-disciplinary team of clinicians, collaborating with key stakeholders and wider CAMH providers to ensure seamless transitions and the availability of a proportionate balance and range of psychological therapies.
- To support the creation, delivery and measurement of clinical innovations and effective practice, supporting the sharing learning and best practice through facilitation of regular feedback and learning opportunities.

- To ensure the service effectively takes account of and is actively responsive to the needs of its local communities, with particular regard to children at risk of neglect and abuse, children from diverse communities and those disadvantaged by poverty, discrimination and disability.
- To ensure the implementation and oversight of high quality Clinical Governance arrangements and these are adhered to and regularly reviewed.
- To work within statutory requirements, relevant Local Authority policies and procedures and local practice guidelines and procedures for the service.
- To maintain sound knowledge of health and children's legislation, policy and clinical practice developments relevant to psychological therapies to support effective management decisions in the service.
- To be accountable for clinical risk management of the work held within the multi-disciplinary team ensuring safe, timely and effective CAMH services.
- To lead on recruitment, appraisals and the professional development of the multi-disciplinary staff team, ensuring services are adequately covered at all times.
- To ensure an effective referral and allocation system is in place that ensures children are seen promptly and in collaboration with the wider early help and children's social care workforce, ensuring sufficient throughput and quality assurance performance activities are undertaken to measure effectiveness of the service.
- To provide professional supervision, where appropriate to psychological therapists and psychologists and maintain oversight of specific discipline, clinical supervisory arrangements as appropriate.
- Provide high quality professional CAMH advice and guidance on complex cases and where appropriate on court directed assessments, aiding decision making in the event of professional disagreement.
- To identify and manage performance related issues arising in the multi-disciplinary team and address such issues using the relevant policies and procedures in close collaboration with Human Resources.
- To participate in Family Services and Early Help meetings and steering groups as appropriate and relevant to the role.

Service Development and Partnership Working

- To support the transformation, development and delivery of the Early Help or Children's Social Care integrated clinical service under the guidance of the Clinical Lead and in close collaboration of key stakeholders and the CCG.
- To support the development of effective links are maintained and developed within the early help localities and through key partners in Children's Social Care Services, ensuring regular feedback and highly effective contributions to wider strategic and operational delivery groups.
- 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 in the sector.
- Where appropriate, to support the design and development of the Integrated Clinical Service under the guidance of the Clinical Lead to ensure expertise is available to meet the complex needs of children at risk of abuse and neglect, children exhibiting harmful behaviour, children Looked After and children in post-permanency arrangements.

- To support the development of clear pathways to specialist CAMHS and Tier 4 CAMH provision, participating as required in multi-agency meetings, developing policies, procedures and care pathways for allocation, joint working, transition and governance arrangements.
- To keep abreast of best practice developments in CAMH 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.
- To analyse and interpret complex data, identifying risks, trends and opportunities for improvements.

Clinical Responsibilities

- To provide highly effective clinical services demonstrating skills in assessment of complex clinical situations and a high level of competency in evidence based psychological therapies, systemic and mental health interventions.
- To deliver a broad range of specialist psychological treatments, systemic and mental health interventions employing a broad theoretical knowledge base to analyse, interpret and compare complex information in order to develop a specialist understanding and tailored support that compliments and enhances care planning for children receiving early help or statutory and post-permanency support.
- To ensure children's sensitive information is shared appropriately and to be aware of requirements of providing and receiving highly sensitive, complex, and often distressing and emotional information.
- To ensure practice, at all times, considers children's the 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.
- Have particular regard to the needs of unaccompanied asylum-seeking children, trafficked children and children who may be at risk of financial or sexual exploitation and organised crime developing services that meet their needs through partnerships with voluntary and community sector providers and knowledge of local resources

Management

- As part of the Family Services management team and under the guidance of the Clinical Lead support the development of an Integrated Clinical Model that attends to the diverse range of CAMH support services required to meet the needs of children, young people and their families
- Recruit, retain and develop a multi-disciplinary CAMH workforce ensuring a good balance of clinical discipline, sound structures to manage demand and the right balance of skills and expertise to deliver quality services at a high standard.
- To ensure that the multi-disciplinary team are provided with effective line management and appropriate supervision in line with professional and registration requirements.
- To ensure the Integrated Clinical Service is subject to scrutiny that tests effectiveness and to support the development of strategies to meet identified gaps and improve services that are not achieving expected outcomes for children
- To manage appraisal, professional development, sickness, annual leave and other employment related matters following policy and HR guidance

- To provide specialist advice to teach, train, supervise, support and consult to members of other staff groups on psychological therapies, drawing from relevant theory and practice as appropriate.
- To receive regular clinical supervision in accordance with good practice guidelines and participate in CPD and other training activities keeping abreast with relevant research and national guidance.
- To be accountable for own professional actions and work within professional ethics and local authority policies.
- To carry out annual appraisals of line managed staff and recommend appropriate training courses in accordance with core competency requirements and the requirements of CPD.

Quality Assurance and Clinical Governance

- To promote an ambitious culture of excellence and innovation through continuous evaluation and improvement
- To ensure adherence to NICE and other best practice guidelines
- To ensure that outcome monitoring is embedded, providing analytical and insight reports as required
- To ensure clinical risk is safety managed and support the development of clear pathways to Specialist CAMHS and Tier 4 for referral, joint work and treatment
- 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 formulate and undertake clinical audit and research activities where appropriate.
- To maintain and update research, practice and supervision knowledge and skills.
- To use theory and research to inform evidence based practice and drive clinical innovation and best practice.

Performance Management

- To ensure children's clinical records are comprehensive and written with the child in mind for later life work or subject access.
- To ensure records are kept and maintained in line with record keeping policy.
- To collate and report on the work and outcomes achieved in relation to the multi-disciplinary team at regular intervals and as required
- To be responsible for monitoring and communicating complex clinical information to a variety of audiences including children, young people and families, senior leaders, members, staff and key stakeholders both orally and in writing.
- To be responsible for the delivery of agreed performance objectives and ensure staff deliver to agreed quality standards in line with Family Service's improvement plan
- To ensure staff receive regular professional supervision and appraisals which pay attention to their professional development in line with service needs and objectives.
- To participate in mandatory training when required, and working in accordance with local guidelines and policies, ensuring child protection is maintained as the highest context in all aspects of service delivery.
- To support the management of budgets for the Integrated Clinical Service identifying risk and contributing to agreed efficiencies as required.

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 and which is on occasion 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.

Health and Safety

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

The Council's Commitment to Equality

- Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the work place and in the services the council delivers.

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

General Information

- 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.

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.

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.

This role is subject to an enhanced DBS Check.

Person Specification

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| <p>Professional Qualifications</p> | <p>Essential:</p> <ul style="list-style-type: none"> • Masters/Doctorate level study or equivalent in relevant field with a minimum of 2 years post-qualifying experience: <p><u>Clinical/Counselling Psychology</u></p> <ul style="list-style-type: none"> - Doctorate in Clinical Psychology (or its equivalent for those trained prior to 1996) as accredited by the BPS. - Minimum of 2 years post-qualified. <p><u>Family & Systemic Psychotherapy</u></p> <ul style="list-style-type: none"> - Qualification at Degree Level in Core Training: Nursing or equivalent mental health/social welfare profession such as Social Work, Clinical / Counselling Psychology. - Masters or Doctoral level qualification in Systemic Psychotherapy or AFT agreed equivalent. - Minimum of 2 years post qualified. <p><u>Child & Adolescent Psychotherapy</u></p> <ul style="list-style-type: none"> - Qualification at degree level and - Postgraduate Diploma / MA in Psychoanalytical Observational Studies or recognised equivalent. - Masters in Psychoanalytic Psychotherapy: Child & Adolescent. - Minimum of 2 years post qualified <ul style="list-style-type: none"> • Post qualification training at advanced level showing development of clinical professional development in specific area, e.g. CBT/Third Wave Therapy, Trauma-focused interventions, Mentalisation-based Therapy or Dyadic Developmental Psychotherapy – evidencing CPD. • Relevant experience within role as Manager, working with psychologists and psychological therapists from different professional disciplines and backgrounds other than one's own -including line management and clinical supervision of multi-disciplinary team members. <p>Desirable:</p> <ul style="list-style-type: none"> • Advanced Supervision/ Management training at post-graduate level and relevant to post as Clinical Manager. Can include for example: Systemic Supervision/Leadership Training, further additional clinical supervisor/management training as Clinical Psychologist. |
| <p>Professional Membership/ Registration</p> | <p>The post holder will have current UK professional registration with the relevant body and HCPC registered.</p> |

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| <p><i>Experience</i></p> | <ul style="list-style-type: none"> • Demonstrable experience of providing professional management and supervision in a multidisciplinary / multiagency context. • Experience of contributing to service developments in complex organisations at a management level • Experience of creating, implementing and evaluating specific projects • Proven track record of developing effective partnerships with key stakeholders • Experience of providing highly specialist consultation, preparing and delivering training and presentations to a wide range of audiences • Experience of line management and supervision of staff in accordance with HR guidance and processes • Substantial post-qualification experience of working with children, adolescents, families and groups • Experience of working with a wide variety of client groups that reflect the full range of clinical severity • Extensive experience of risk assessment and risk management • Experience of working with safeguarding issues and contributing to training within a safeguarding environment • Experience of working in diverse communities and environments • Experience of supporting the development of clinical innovation and initiatives that develop practice and improve outcomes for children • Track record of management innovation and service improvements • Experience of capacity planning and waiting time management • Experience of service user engagement • Experience of developing whole system care pathways • Experience of change management including managing situations presenting with conflicting demands and changing needs |
| <p><i>Skills and abilities</i></p> | <ul style="list-style-type: none"> • Ability to provide clinical leadership and operational management across a range of disciplines • Ability to work effectively in wider professional contexts • Ability to lead service developments in complex organisational environments • Ability to effectively communicate with key stakeholders • Skills in project management • A high level of clinical skill as relevant to working with children, young people and families • Ability to provide and receive highly complex, sensitive or contentious information in a highly emotive and sometimes hostile atmosphere, in a range of relationships and settings. |

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| | <ul style="list-style-type: none"> • Ability to demonstrate empathy • Ability to work autonomously, setting appropriate goals, in accordance with professional ethics and organisational guidelines • Ability to compare and select form a range of treatment options, based on formulation • Ability to provide clinical supervision at an advanced level, facilitating group processes and reflective practise • Ability to contribute to service development at a management level • Ability to work flexibly across service boundaries and to adapt approaches according to need • Ability to innovate on the basis of theoretical knowledge and research • Excellent communication skills, including report writing and presentations • Ability to interpret complex data and to write and prepare comprehensive, concise and analytical reports |
| Knowledge | <ul style="list-style-type: none"> • Advanced knowledge within own clinical discipline and sufficient knowledge of other disciplines / modalities to provide clinical management of a multi-disciplinary team • Broad theoretical knowledge base in the analysis of highly complex facts or situations to arrive at appropriate formulations • An in-depth knowledge of clinical risk management systems and processes • Knowledge and understanding of legislative and practice guidance as relative to children and young people • Up to date knowledge of NICE and other best practice guidelines • Up to date knowledge of psychological therapies research relevant to the child and adolescent population • Knowledge, understanding and clinical experience with people from diverse ethnic and cultural backgrounds and families with a high level of deprivation, social exclusion and marginalisation • Knowledge of current developments and research within CAMHS, in particular CYP IAPT, LAC and YOT, concordant with NICE guidance. • Understanding of equality of opportunity and related policies and procedures. • IT competent, including Microsoft Office Word and Excel, information management and recording systems. |
| Personal Attributes | <ul style="list-style-type: none"> • Ability to manage competing priorities and demands of a management role • Ability as Clinical Manager and Supervisor to manage impact of organisational change on self and others • Ability to motivate and inspire others • Ability to contain and work with organisational stress and |

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| | <p>to hold the stress of others</p> <ul style="list-style-type: none">• Ability to manage prolonged periods of concentration for teaching/supervision and clinical reporting• Ability to effectively manage a high level of exposure to highly distressing / highly emotional circumstances and exposure to traumatic circumstances• Ability to cope with hot-desking arrangements, frequent travel and to operate in a variety of work settings, including children's centres, schools and family homes• Ability to manage effectively verbal aggression from service users, families etc and the risk of physical aggression• Ability to work effectively and hold others during periods of change• Respectful approach to children, young people, families, carers, colleagues and other professionals.• Willing to and significant experience to negotiate, compromise and handle professional disagreement effectively• Ability to engage others in meaningful debate about sensitive and 'sticky issues' to achieve progression when progress is stuck• Ability to remain calm during crisis, at all times placing the safety and well being of children and young people at the centre of all you do |
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