

ROLE PROFILE

Job Title	Clinical Practitioner
Barnet Band & scale range	K
Reports to	Clinical Team Manager
Service area	Family Services
No. of staff responsible for	None
Budget responsibility (£)	None

Purpose of Job

- To provide highly specialised clinical assessments and interventions, working as part of an integrated multi-disciplinary team delivering wrap-around services to children, young people and adolescents presenting with complex risk and vulnerabilities and their immediate families and wider support systems.
- Working alongside Social Care colleagues, drawing from expertise as mental health professional, providing 1:1 therapy, group and family work including consultation, clinical supervision and reflective practise as may be required.

Key accountabilities, duties, responsibilities

Professional Direction

- Undertake highly specialist clinical assessments, including assessments of risk to children, 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 and 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 highly specialised evidenced based clinical interventions to children, young people and their families to support the management of problems including stress and family dysfunction aiming at all times to build their resilience and improve their outcomes.
- Establish rapport and build therapeutic relationships with children, young people 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 expertise, specialist guidance and consultation to colleagues and other professionals contributing directly to the child's assessment, diagnosis, plan and treatment.
- This post will also provide specialist advice and consultation to social care colleagues, and other professionals, working autonomously within professional practice guidelines and under the guidance of a clinical manager and supervisor.
- Work collaboratively with the multi-professional 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 and ambiguity families present with.
- Use flexibility and creativity to engage adolescents 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 children, young people and their families as required for a range of audiences to agreed standards and timescales.
- Attend and participate in Child Protection Conferences and Looked After Children Reviews, and where appropriate organise and chair multi-agency meetings using your professional expertise and evidence to contribute towards a shared understanding of child/young person's emotional world and mental health or behavioural difficulties.
- Maintain up to date, high quality case records of your work with children, young people and their families, including circumstances contributing to the overall picture of need and risk, views and contributions of children, young people and their families
- Learn, use and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.
- Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities, with particular regard to high risk/high vulnerability groups.
- Assist in the development of service policies, procedures and working practices at local, departmental and inter-agency levels.
- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.

- Contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of the service, employing professional skills in research to improve services for children and their families.
- Provide statistical data of clinical activity and outcomes into information collection systems as required.
- Be aware of all relevant legislation and guidance including the London Child Protection Procedures and the concept of 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.
- 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.
- Ensure all financial transactions actioned are recorded and accounted for to the standards 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.

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.
- This role is subject to an enhanced DBS Check.

PERSON SPECIFICATION

	Level required
Professional qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • Masters/Doctorate level study or equivalent in relevant field: <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. <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. <p><u>Child & Adolescent Psychotherapy</u></p> <ul style="list-style-type: none"> - Postgraduate Diploma / MA in Psychoanalytical Observational Studies or recognised equivalent. - Masters in Psychoanalytic Psychotherapy: Child & Adolescent. <p>Desirable: Evidence of additional post qualification training in area of special interest relevant to post at advanced level e.g. CBT/Third Wave Therapy, Trauma-focused interventions with Children/Adults, Systemic Family Therapy, Mentalisation-based Therapy, Dyadic Developmental Psychotherapy.</p>
Memberships	The post holder will have current UK professional registration with the relevant body (e.g. for Systemic Family Therapists UKCP/AFT and HCPC registration).

Knowledge and Experience

- Evidence of experience and knowledge of delivering specialist therapies to children, young people and families from a range of backgrounds, presenting with different needs within a Social Care context. For example: subject to Child Protection Plans, children in care and being looked after, children/young people leaving care and adoption placements.
- Experience of working alongside Social Care professionals, providing a range of clinical interventions with children and young people presenting with behavioural, emotional and psychological problems.
- An understanding/knowledge of the role of Social Work, including pressures and constraints as well as benefits providing psychologically informed practise alongside Social Care colleagues.

Skills

- A sound knowledge of assessment and intervention approaches as applied to children and young people with emotional and behavioural difficulties, or having experienced abuse and neglect, developmental trauma, relationship and attachment difficulties or engaging in deliberate self-harm, risk taking, offending and substance misuse.
- A good understanding of the risk and vulnerability issues associated with young people who are victims/perpetrators of exploitation, young people affected or involved in offending, serious youth violence and group offending and/or missing from home.
- A strong capacity to undertake assessments of children and young people's emotional and psychological needs and contributing these assessments to case planning in a multi-professional context.
- A strong ability to effectively communicate in writing and orally clinically sensitive information to young people, their families, support systems and a range of professionals.
- Evidence of sound knowledge and experience of direct working with young people presenting with high risk/acute mental health concerns and behaviours i.e. self-harm and suicide. Demonstrate assessment skills relevant to this client group, crisis planning and therapeutic interventions as appropriate, including escalating the need for more specialist input as necessary.
- Capacity to analyse complex information, evaluate results and choose the best approach to address problems and manage risks
- A good capacity to develop constructive and cooperative working relationships with others, including multi-agency working, maintain such relationships over time, providing support to Social Care colleagues (across different team contexts) through coaching and mentoring to improve their knowledge or skills.

- Resilience to maintain professionalism and manage work safely with young people and families within diverse ethnic communities including an ability to manage high levels of risk and anxiety in highly pressured situations.
- A good ability to provide advice and consultation to other professionals, supporting joined up approaches to managing complex risks and needs of children, young people and their families, including consultation, training and clinical supervision.
- The ability to formulate referral pathways and to ensure that young people gain access to any additional specialist services they require (CAMHS, forensic assessments and interventions, ASD pathways etc).
- Knowledge of legislation, policy and practice guidance, in particular the frameworks for protection and support for children and young people presenting with high risks and vulnerabilities within a Social Care context.
- A commitment to continuing professional development in accordance with professional registration requirements and an enthusiasm to develop and share expertise.
- Ability and willingness to work independently and jointly with other professionals in a range of settings including family homes.
- 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 service.
- 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 regular exposure to highly emotive material and challenging behaviours.
- Ability to contribute to the evaluation and monitoring of work done and outcomes achieved, including analysing and reporting on complex data, audits, presenting findings and making recommendations to senior management.

Technical / Knowledge Requirements

- Must be IT competent, including Microsoft Office Word and Excel, information management and recording systems.

Diversity and Equality & Health and Safety Policies

- All staff are expected to adhere to and be familiar with Barnet's policies, operating recruitment procedures to safeguard and promote the welfare of children and vulnerable adults.
- The role is subject to a satisfactory Disclosure and Barring Service (DBS) check at enhanced level.