

JOB DESCRIPTION

	Clinical Practitioner
Position Number(s)	51006196
Department	Royal Borough of Kensington and Chelsea
Section or Service	Family and Children's Services offices — various locations
Grade	HMGN171 £36,600 - £49,600

DESIGNATION:

Responsible to:	Senior Clinical Practitioner & Head of Clinical Practice
Employees directly supervised (if applicable):	N/A
Family Tree	
<p><i>Indicate by means of a diagram the position of job within the organisation or attach an organisation chart.</i></p>	

1. JOB PURPOSE:

The aim of this post is to contribute to the maintenance and development of systemic and more broadly clinical thinking and practice into the social work service to children and families in the Royal Borough of Kensington and Chelsea.

The intention is to embed a Clinical Practitioner within a team of Social Workers and other practitioners to provide advice and guidance alongside evidenced based therapeutic and systemic interventions that will further enhance the existing social work interventions offered to families. The post holder will work with families where children are in need, those who are at risk of harm and with children who are looked after where their intervention will complement the Looked After Children Health Service.

The work will demand a creative and flexible approach, working with families in their homes and other community settings as required. In addition to providing direct therapeutic interventions, the post holder will offer consultation to social work colleagues, foster carers, health and education professionals and others and undertake joint work to model clinical interventions.

2. DESCRIPTION OF DUTIES:

1.MAIN DUTIES & RESPONSIBILITIES

- 1 .1 To provide an evidenced-based and more broadly systemic therapeutic service to children and their families through the provision of direct work and assessments of therapeutic need, and provision of consultation and advice to colleagues providing a service to children.

- 1 .2 To help prevent family or placement breakdown by providing therapeutic input through the provision of evidenced based early interventions. This will include direct work with families in their homes or other community settings.

- 1 .3 To have regard for the particular needs of children from black and minority ethnic groups and unaccompanied asylum seeking children, ensuring that the work processes and the overall ethos of the therapeutic service is reflective of their requirements and needs.

- 1 .4 To ensure high standards of record keeping.

- 1 .5 To contribute to the assessment of risk and protective factors in cases where there are issues of risk of harm to children, and to lead on the clinical assessment in high risk cases.

- 1.6 To respond to child protection concerns that arise in the course of interventions, in line with child protection procedures and guidance, and to take responsibility for their own decision making in high-risk cases, within the supervisory framework.

2. THERAPEUTIC INTERVENTION AND CONSULTATION

- 2.1 To work with the therapists and psychologists in the LAC health service to develop creative ways of working to meet the emotional and mental health needs of Looked After Children, and those leaving care, including those in out of borough placements.
- 2.2 To offer advice and support to professionals and others working within the early intervention and prevention field, including fellow social workers, residential workers, group managers, foster carers and other workers from health, education, primary care and the voluntary sector.
- 2.3 To produce comprehensive, analytic reports for a range of arenas, including court, and to present reports in court, including acting as an expert witness for the service if required.
- 2.4 To deliver interventions in collaboration with Social Workers and other practitioners, holding a minimum joint caseload of at least 6 families at any one time.

3. SUPERVISION AND CONTINUING PROFESSIONAL DEVELOPMENT

- 3.1 To work in a productive, collaborative manner, working co-operatively with colleagues, and to understand and respect professional responsibilities, boundaries.
- 3.2 To receive supervision and consultation on a regular basis, regarding therapeutic, service and professional issues.
- 3.3 To take a clinical lead in group supervision, providing expertise and supporting staff development.
- 3.4 To attend relevant training.
- 3.5 To keep up to date and disseminate information on relevant developments in the field of research and policy in relation to the needs of Children In Need and Looked After Children.
- 3.6 To analyse complex information and its significance for individual cases and for the development of the service, and to advise senior managers accordingly.

4. OTHER

- 4.1 To contribute to the team's development of evidence-based practice, supporting all colleagues in understanding and developing skills in the methods used.
- 4.2 To help evaluate and monitor the service delivered, including a commitment to user involvement, including the analysis of complex data and reporting to senior management as required.
- 4.3 To comply with and promote equal opportunities and to avoid any behaviour which discriminates against colleagues, potential employees, clients, on the grounds of sex, marital status, sexual identity, race, age, colour, ethnic or national origins, religion or disability.

In accordance with Bi-Borough working arrangements, your employment will be with the Royal Borough of Kensington and Chelsea. Under the SI 13 of the Local Government Act 1972 you may be required to act on behalf of the other borough, Westminster City Council. This may mean that the location of your employment will vary.

The duties and responsibilities outlined in this job profile are indicative of the role; however, they are not exhaustive and may be subject to change. In addition, you will be required to undertake other reasonable duties as directed by your manager.

I agree to the above job description

Post Holder.....

Date.....

Director / Chief Officer.....

Date.....

SELECTION CRITERIA/PERSON SPECIFICATION

Job Title:	Clinical Practitioner
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Conditions to Note:

Candidates:

When completing your application form, please address your answers directly to each of the selection criteria below. This enables the panel to assess your ability to meet each criterion. It is essential that you give at least one example of your ability to meet each of the four Values and Behaviours: Putting Communities First, Respect, Integrity and Working Together.

Recruiting Managers:

The following values and behaviours are essential criteria in each post and must be addressed directly by candidates. The Guidance Notes on values and behaviours for managers give example questions to probe candidates in the interview and application stages of the recruitment process.

Values & Behaviours

The Royal Borough of Kensington and Chelsea has identified four key behaviours and values that should be demonstrated by all council employees. Successful candidates will show the ability to meet these behaviours. Candidates applying for managerial/leadership roles should also demonstrate two additional leadership behaviours.

A	<p>Equal Opportunities</p> <p>Demonstrate an understanding of and commitment to Council policies in relation to Equal Opportunity, Customer Care and service delivery, and the ability to implement these policies in the workplace.</p>
B	<p>Qualifications:</p> <p>Essential: MSc Systemic Professional Qualification OR in Year 4 of MSc Systemic Professional Qualification approaching completion of course.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • First related graduate professional qualification e.g. Social Worker, Psychologist, Mental Health Nurse
C	<p>Knowledge & Experience:</p> <ul style="list-style-type: none"> • You will have clinical experiences of working with families in contexts of risk either in a CAMHS or social care setting. • Experience of working with vulnerable groups and individuals within diverse ethnic communities, including the ability to work with those in pressured situations, and to work with high levels of risk and anxiety. • Understanding of a range of evidenced based and systemic therapeutic interventions to children, young people and families, within a systemic framework. • Ability to work in a non-pathological manner, to identify and promote the strengths, resources and abilities of clients. • Skilled in undertaking assessments of therapeutic need and contributing these assessments to

	<p>childcare planning in a multi-disciplinary context, including the analysis of complex information.</p> <ul style="list-style-type: none"> • Knowledge of the factors affecting the emotional wellbeing of children in need and looked after children, including issues of attachment, separation and loss, and ability to respond to these. • Ability/experience in providing consultation to those involved in the child/young person's system of concern in a social care or youth justice context. • Ability and willingness to work independently with clients and in a variety of settings such as family homes. • Excellent verbal written communications skills, including an ability and willingness to write and present reports in a range of professional settings, including court. • Ability to work as part of a multi-disciplinary network and to contribute flexibly to the work of the team, and to understand and apply professional boundaries and interfaces. • Understanding of the context of children's social care including knowledge of relevant legislation and national and local guidance including the Children Act 1989. • Awareness and understanding of issues of risk relating to children and ability to respond appropriately using relevant procedures, including the ability to work with high risk situations in complex cases, and to take responsibility for clinical decisions as part of a team. • Good administrative and record keeping skills and the ability to use information technology. • An ability to undertake systemic psychotherapy with families through the use of interpreters and to translate western concepts to non-Western families and ability to modify and adapt therapeutic techniques and models for non-Western families. • Ability to safely manage conflict and highly emotionally charged meetings. To have a good understanding of adult and child health care systems.
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Our Values & Behaviours	
D	<div style="background-color: #00bcd4; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">PUTTING COMMUNITIES FIRST</div> <ul style="list-style-type: none"> • We put local people at the heart of decision making in everything we do. • We seek to include and involve: all voices matter. • We provide quality services that are responsive, effective and efficient. <p>The following examples are indicators of effective behaviour:</p> <ul style="list-style-type: none"> • I actively involve and include the communities that I serve in my work. • I shall reflect the views of the communities in my daily work. • I shall improve the service I provide through seeking feedback from others. <p>Our residents will feel that:</p> <ul style="list-style-type: none"> • I have been included • I can see how my views have been taken into account • I can see improvements and developments based on my input
E	<div style="background-color: #4caf50; color: white; padding: 5px; text-align: center; margin-bottom: 10px;">RESPECT</div> <ul style="list-style-type: none"> • We listen to everyone and value the personal experiences of people in our communities and of each other.

	<ul style="list-style-type: none"> • We adopt a fair, and involving approach regardless of any way in which an individual is different to us. <p>The following examples are indicators of effective behaviour:</p> <ul style="list-style-type: none"> • I adapt my approach to take account of all differences and cultures in the community and with colleagues. • I ensure I am equitable and fair by including those who are quiet or may not be able to represent themselves. • I communicate in a way that is respectful, encourages involvement and meets people's needs. <p>Our residents will feel that:</p> <ul style="list-style-type: none"> • I feel my culture and background are respected. • I have confidence that action is being taken. • I feel I am being treated fairly.
<p>F</p>	<div style="text-align: center; border: 1px solid black; background-color: #00aaff; padding: 5px; margin-bottom: 10px;"> <p>INTEGRITY</p> </div> <ul style="list-style-type: none"> • We act with openness, honesty, compassion, responsibility and humility. • We let people know what we are doing and communicate why and how decisions have been made. <p>The following examples are indicators of effective behaviour:</p> <ul style="list-style-type: none"> • I demonstrate empathy in my interactions with others. • I am honest and transparent about the decisions I take. • I follow through on the actions I say I will take and take ownership for communicating the outcome. <p>Our residents will feel that:</p> <ul style="list-style-type: none"> • I am told when something is not possible, and the reasons why are explained to me. • I feel my perspective is listened to and understood. • I feel my views are valued
<p>G</p>	<div style="text-align: center; border: 1px solid black; background-color: #00b050; padding: 5px; margin-bottom: 10px;"> <p>WORKING TOGETHER</p> </div> <ul style="list-style-type: none"> • We work together and in partnership with everyone that has an impact on the lives of our residents. • We want to understand, learn from each other and continually adapt. <p>The following examples are indicators of effective behaviour:</p> <ul style="list-style-type: none"> • I work with others to provide an effective service for residents, local communities and other departments within the Council. • I seek ways to work with other departments to deliver a seamless service and find opportunities to improve. • I seek out opportunities to learn from my colleagues and build on good practice. <p>Our residents will feel that:</p> <ul style="list-style-type: none"> • I can get my issue resolved without being passed around departments. • I find it easy to access the services that I need. • I feel the Council is open to new ideas.