

DEPARTMENT

Early Help and Children's Social Care

JOB TITLE

Clinical Therapist

Role Profile and Person Specification

April 2019

CROYDON COUNCIL

Role Profile

Job Title:	Clinical Therapist
Department:	Early Help and Children's Social Care
Division:	Children, Families and Education
Grade Range:	Grade 15
Hours:	36
Location:	Bernard Weatherill House
Reports to:	Systemic Practice Service Lead
Responsible for:	<p>This role does not directly manage any staff. However the post holder is responsible for supporting the delivery of systemic practice interventions and will provide guidance to social workers and team managers.</p>
Role Purpose and Role Dimensions:	<p>The core purpose of this role is to contribute to the development of systemic practice into children's social work and to provide advice and guidance alongside social work interventions.</p> <p>The post holder will work within a team of social workers and other practitioners, although will be managed by the Systemic Practice Service Lead. Their intervention may include direct work with children, young people and families but they will not be lead case holders. They will provide consultation, advice and reflective supervision to practitioners and managers.</p>
Commitment to diversity	<p>To take individual and collective professional responsibility for championing the Council's diversity agenda, proactively implementing initiatives which secure equality of access and outcomes. Commit to continual development of personal understanding of diversity.</p>
Key External Contacts:	<ul style="list-style-type: none">• Independent experts• CAMHS• Other partners including schools

Key Internal Contacts:

- Children's Social Care Leadership Team
- Service Managers, Team Managers and practitioners

Financial Dimensions:

The post holder will not have budgetary responsibility.

Key Accountabilities and Result Areas:**Key Elements:****Practice remodelling**

To work with and alongside practitioners and team managers at a 'hands-on' intensive level to enable them to deliver a systemic therapeutic service to children, young people and families. The work will include:

- Specialist systemic assessments of complex cases in order to formulate intervention plans.
- Coaching and supervising individuals and groups of practitioners.
- Ensuring high standards of record keeping.
- Producing reports which can be used in court proceedings and acting as an expert witness where required.
- Contributing to assessments of risk and protective factors.
- Working with the commissioned teaching provider to deliver accredited training to staff.

Outcomes framework and culture

To contribute to the introduction, embedding and development of an outcomes framework and culture across the service. This will include:

- the delivery of systemic practice model of social work across Early Help and Children's Social care, which leads to a reduction in children subject to child protection plans and care proceedings
- embedding systemic practice supervision

Engagement strategy and culture

To support the Systemic Practice Service Lead in the development and delivery of an engagement strategy relevant to the area. This will include:

- the identification of key partners
- setting in place appropriate communication arrangements to promote good outcomes
- exercising high level communication and influencing skills to ensure a fully integrated approach among all those involved in service delivery.

Quality assurance and service development

- To contribute to the implementation of a quality assurance framework for the service, and help evaluate and monitor the service delivered.
- To use the findings from the quality assurance framework to drive continuous practice improvement in the team.
- To contribute to service improvement, including the analysis of data and its significance for individuals or the service as a whole

Evidence-based practice

- To maintain up-to-date knowledge of research findings, legislation, statutory guidance and policy developments relevant to the service area, and disseminate across the service.
- To provide professional advice to staff, colleagues and partners for the area of responsibility.
- To contribute to the delivery of accredited systemic training

Organisational culture

- To model a positive 'can-do' culture within the service.
- To practice in accordance with Croydon's professional standards and expectations
- To support a learning and reflective service and take responsibility for own learning and development.
- To role model good professional behaviour.
- To give praise and recognition so that staff feel valued and cared for.
- To contribute to own appraisals and supervision so that they are reflective and productive and used effectively to promote professional development.

Green Statement

- Ensuring both individual and team work meets the Council's Green Commitment Policy goals in reducing energy consumption and waste, increasing renewable energy use and recycling, contributing to a reduction in traffic congestion and using sustainable materials.

Data Protection

- Being aware of the council's responsibilities under the General Data Protection Regulations 2018 for the security, accuracy and relevance of personal data held on systems, ensuring that all administrative and financial processes also comply.
- Maintaining customer records and archive systems in accordance with departmental procedures and policies as well as statutory requirements.

Confidentiality

- Treating all information acquired through employment, both formally and informally, in confidence. There are strict rules and protocols defining employee access to and use of the council's databases. Any breach of these rules and protocols will be subject to disciplinary investigation. There are internal procedures in place for employees to raise matters of concern regarding such issues as bad practice or mismanagement.

Health and Safety Policies

- Being responsible for their own Health & Safety, as well as that of colleagues, service users and the public. Employees should co-operate with management, follow established systems of work, using protective equipment and reporting defects and hazards to management.

Contribute as an effective and collaborative team member

- Participate in training to demonstrate competence
- Receive supervision on a regular basis
- Take a lead in clinical group supervision
- Undertake training as required for the role
- Participate in the development, implementation and monitoring of team and service plans
- Champion the professional integrity of the service

Person Specification

Job Title: Clinical Therapist

- Appropriately qualified and registered in any of the following professional fields; family and systemic psychotherapy, psychology and other related fields.
- Knowledge of national policy, strategy and developments regarding children's social care, children's mental health and education.
- Knowledge of relevant legislation, statutory guidance, standards and procedures.
- Knowledge of relevant theoretical frameworks, practice models and research findings.
- Knowledge of "outcomes" concepts, quality assurance methodology and change / project management techniques.

Essential skills and abilities:

- Able to deliver systemic practice training to practitioners and managers.
- Able to use a broad range of assessment tools and theoretical frameworks.
- Able to develop and support social work practice at an operational level to deliver high quality systemic interventions.
- Able to engage and develop effective professional relationship with other professionals and provide consultation.
- Skilled in undertaking assessments of therapeutic need and contribute to planning, including analysis of complex information.
- Able to comply in practice with statutory requirements and guidance.
- Able to understand high risk and high complexity in a way that delivers good safeguarding and well-being outcomes for children and families.
- Able to make sound professional judgements (in cases of high risk/complexity).
- Able to communicate to a high standard verbally and in writing and to produce high quality, analytical and evidence-based reports and present in a range of settings, including court.

Desirable skills and abilities:

- Registered as a social worker with HCPC.

**Essential
experience:**

- Experience of working with complex and vulnerable families, working therapeutically with individuals and groups.
- Experienced in use of ICT including Microsoft Word, Outlook and case management systems

**Special
conditions:**

- Able to work outside of normal office hours when required.
- Undertake an enhanced DBS disclosure prior to employment and then every three years.