

# CROYDON COUNCIL

## ROLE PROFILE AND PERSON SPECIFICATION

**DEPARTMENT:** Children Families and Education

**DIVISION:** Early Help and Childrens Social Care

**JOB TITLE:** **Lead Clinical Psychologist**

## ROLE PROFILE

<b>Job Title:</b>	Lead Clinical Psychologist
<b>Department:</b>	Children Families and Education
<b>Division:</b>	Early Help and Childrens Social Care
<b>Grade:</b>	Grade 17
<b>Hours (per week):</b>	36
<b>Reports to:</b>	Head of Service for Systemic, Clinical Practice and Adolescent Services
<b>Responsible for:</b>	Senior Clinician (Children Looked After Service) x 1 Forensic Psychologist (Youth Offending Service) x 1 Emotional Well-Being and Mental Health practitioners x 3 (0.5 FTE)  Doctorial trainees and assistant psychologists in the service.
<b>Role Purpose and Role Dimensions:</b>	<p>To develop a number of specialist clinical psychology strands within Croydon to ensure a timely and responsive bespoke service to families within Early Help, Children Looked After and the Youth Offending Service.</p> <p>To provide highly specialist psychological assessments and therapy. Clinical consultations, working autonomously within professional guidelines and the overall framework of the teams clinical procedures.</p> <p>To provide professional and clinical supervision to junior clinical staff within the clinical service.</p>
<b>Commitment to Diversity:</b>	The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.
<b>Key External Contacts:</b>	<ul style="list-style-type: none"><li>• Independent experts</li><li>• CAMHS</li></ul>

- 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 Areas for Decision Making:**

To provide the clinical service from Bernard Weatherill House, Croydon. The role will require an offer to our children in local and where appropriate out of borough placements.

**Other Considerations:**

Ability to work to the needs of families including outside of office hours.

**Is a satisfactory disclosure and barring check required?**  
[\(click here for guidance on DBS\)](#)

Enhanced DBS check

**What level of check is required?**

**Is the post politically restricted**  
[\(Click here for guidance on political restriction\)](#)

No

**Is the post exempt from the Rehabilitation of Offenders Act (ROA) 1974**  
[\(Click here for guidance on ROA \)](#)

No

**Key Accountabilities and Result Areas:**

enter the overall competence or result area;  
 e.g. maintaining, monitoring and reviewing a budget for the division

**Key Elements:**

This will involve:

Develop a number of specialist clinical psychological services for children, young people and their

families/carers in the designated clinical service areas. Ensure that these services are flexible and bespoke to the needs of those we serve.

Responsibility for clinical governance structures that support multi-disciplinary colleagues providing psychological therapies in community settings. These structures include professional and clinical supervision, CPD, training needs and recording standards. Be a point of contact for advice and guidance with regards to risk management and safeguarding.

You will use a breadth of sources to assist with formulations and treatment, including psychological, neuropsychological assessments, self-report measures, rating scales, direct and indirect structured observations and semi-structured interviews. Engaging with children, young people, carers and families to ensure that the emotional well-being and mental health needs of these children are responded to in a timely manner.

Developing a relationships with key stakeholders who are in the young person's world, including frontline workers in health, education, statutory and voluntary services.

## Practice remodelling

The work will include:

- Ensure the systematic provision of a high quality specialist psychological therapies service to children, young people and their carer networks, in identified areas.
- To formulate and develop plans for the formal psychological treatment and/or management of a child or young person's mental health problems, based upon appropriate conceptual framework of a child/young person's problems, and employing methods of proven efficacy, across a full range of care settings.
- Working with the wider clinical team, including CAMHS and other partners.

## Outcomes framework and culture

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

- Utilise research skills for audit, policy and service development and research. To propose and implement policy changes within the designated clinical service area.
- Contribute directly and indirectly to a psychologically based framework of understanding and care to the benefit of all children and young people in the service, across all settings and agencies serving these children and young people.
- Support carers, frontline workers, education and health to be conversant with the specific emotional well-being and mental health needs of all children and young people in designated clinical service area.
- Ensure service provision is timely and responsive bespoke to the needs of children, young people and their carer networks.
- Promote cohesions and links between the local authority, third sector and health services, to ensure joined-up care and maximise the benefits of available mental health resources for children, young people and their carers.
- Promote service user involvement in the designing of services.

## **Engagement strategy and culture**

To support the clinical therapy team 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
- liaison with CAMHS to ensure appropriate referral throughput, attending to matters of risk

## **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

## 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

## 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.

## Data Protection

- Being aware of the council's legal obligations under the Data Protection Act 2018 (the "2018 Act") and the EU General Data Protection Regulation ("GDPR") for the security, accuracy and relevance of personal data held, 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.

- Treating all information acquired through employment, both formally and informally, in accordance with the **Workforce Data Protection Policy**.
- 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.
- The council has a strong commitment to achieving equality of opportunity in its services to the community and in the employment of people. It expects all employees to understand, comply with and promote its policies in their own work, undertake any appropriate training to help them to challenge prejudice or discrimination.

## Equalities and Diversity

### Contribute as an effective and collaborative team member

This will involve:

- Participating in training to demonstrate competence.
- Undertaking training as required for the role.
- Participating in the development, implementation and monitoring of service plans.
- Championing the professional integrity of the service.



# Person Specification

## Job Title:

Lead Clinical Psychologist

## Essential knowledge:

- Doctoral level training in clinical psychology, including training in at least two or more additional specialised areas of psychological therapies with children and young people.
- Training/conversant with family and systemic psychotherapy and its application in assessment, risk and interventions.
- Knowledge of research design and methodology, including qualitative methods and complex multivariate data analysis.
- Knowledge of UK legislation in relation to health and welfare services for children and young people and in relation to child mental health.

## Essential skills and abilities:

- Ability to demonstrate knowledge and therapeutic skills to deliver psychological treatments in line with NICE guidelines as relevant to working with the needs of children looked after, those subject to the youth criminal system and their support networks.
- Skills in the use of complex methods of psychological assessment, intervention and management in relation to children and young people with moderate and complex mental, physical and behavioural conditions.
- Well-developed skills in the ability to communicate effectively orally and in writing, complex, highly technical and or clinically sensitive information to patients, their families, carers and other professional colleagues both within and outside the NHS.
- Formal training in supervision.
- Ability to work across organisational boundaries and function effectively within organisational cultures.
- Skills in providing clinical consultation to other professional and non-professional groups.

## Essential experience:

- Substantial experience of working as a qualified psychologist, including experience of working at a highly specialist level with children and young people with a wide range of mental and behavioural disorders.
- Experience of service development and leadership.
- Experience of working within multicultural communities.
- Experience of specialist psychological assessment and treatment of children, young people and young adults across a range of settings, including outpatient, community, residential, primary care and patient settings.
- Experience of teaching, training and professional and clinical supervision.
- Ability to maintain a high degree of professionalism in the face of emotive and distressing problems, verbal abuse and the

threat of physical abuse.

**Special conditions:**

- Have empathy for children and young people who have or continue to experience mental health challenges.
- Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.
- Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.
- Ability to support children looked after networks exposed to highly distressing situations and challenging behaviours.