

CROYDON COUNCIL

ROLE PROFILE AND PERSON SPECIFICATION

DEPARTMENT: Children Families and Education

DIVISION: Early Help and Childrens Social Care

JOB TITLE: **Clinical Trainee**

ROLE PROFILE

| | |
|--|--|
| Job Title: | Clinical Trainee |
| Department: | Children Families and Education |
| Division: | Early Help and Childrens Social Care |
| Grade: | Grade 14 |
| Hours (per week): | 36 |
| Reports to: | Senior Clinical Therapist |
| 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 consultation 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.</p> <p>The post holder will work within a team of social workers and other practitioners, although will be managed by the Senior Clinical Therapist. Their intervention may include direct work with children, young people and families but they will not be case accountable. In addition to direct work, they will provide consultation to practitioners and managers.</p> |
| Commitment to Diversity: | <p>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.</p> |
| Key External Contacts: | <ul style="list-style-type: none">• Independent experts• CAMHS• Other partners including schools |
| Key Internal Contacts: | <ul style="list-style-type: none">• 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:

Post holder will be supported in a matrix style management and supervision with regards to decision making.

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:

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:

- Provision of a therapeutic service to children and families
- Coaching and supporting

individuals and groups of practitioners

- Ensuring high standards of record keeping
- Producing reports which can be used in court proceedings
- Contributing to assessments of therapeutic needs, risks, strengths and protective factors

Working with the wider clinical team, including CAMHS and other partners

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:

- Provision of a therapeutic service to children and families
- Coaching and supporting individuals and groups of practitioners
- Ensuring high standards of record keeping
- Producing reports which can be used in court proceedings
- Contributing to assessments of therapeutic needs, risks, strengths and protective factors
- 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:

- 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 group supervision

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.

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 training as required

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:

Clinical Trainee, Early Help and Children's Social Care

Essential knowledge:

- Appropriately qualified and registered in any of the following professional fields; social work, psychology and other related fields.
- Working towards a Master's qualification in systemic family therapy at clinical practitioner level
- Qualified as a Systemic Practitioner, having completed an AFT accredited course.
- Knowledge of national policy, strategy and developments regarding children's social care, and areas that impact on children's social care.
- Knowledge of relevant legislation, statutory guidance, standards and procedures.
- Knowledge of relevant theoretical frameworks, practice models and research findings.

Essential skills and abilities:

- 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.
- Able to deliver systemic practice training to practitioners and managers.
- Skilled in undertaking assessments of therapeutic need and contribute to planning, including analysis of complex information.
- 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 judgments (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.
- Able to use a broad range of assessment tools and theoretical frameworks.

- Able to comply in practice with statutory requirements and guidance.

Essential experience:

- Minimum of 4 years' 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.
- Registered as a social worker with the HCPC.
- Undertake an enhanced DBS disclosure prior to employment and then every three years.