

London Borough of Lambeth JOB DESCRIPTION

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| Job Title: | Clinical Family Therapist |
| Department: | Children's Social Care |
| Division: | Children's Services |
| Grade: | PO7 |
| Responsible to: | Edge of Care Team Manager |
| Responsible for: | This role does not directly manage any staff If systemically qualified, the post holder will support the embedment of systemic practice including teaching and providing clinical supervision to team members |
| Influences: | All Social Work Practitioners |

MAIN PURPOSE OF THE POST:

The aim of this post is to lead on the development and maintenance of systemic and more broadly clinical thinking and practice in the Lambeth Children's Social Care service.

The Clinical Family Practitioner will be located within a multidisciplinary Edge of Care team working with a range of officers such as early help practitioners, youth workers and qualified children's social workers to provide advice, guidance, clinical supervision and therapeutic interventions alongside social work interventions. The postholder will work with children and families within a systemic framework to manage risk and to improve outcomes for children through targeted support using a trauma-informed approach.

The postholder will work with families where children are in need or are at risk of harm and with children who are looked after.

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, health and education professionals and others.

The postholder will practice in accordance with the Lambeth's core values in Children's Social Care, guided by the Children at the Heart of Practice framework as follows:

- We believe children are best cared for in their birth families and where this isn't possible we take timely and appropriate action so children have permanence and stability.
- We work openly and collaboratively with parents and families so they understand why we are involved.
- We treat everyone with dignity and respect.

MAIN DUTIES AND RESPONSIBILITIES

1. To shape and drive all aspects of clinical thinking and practice in Lambeth Children's Social Care.

2. To promote and advocate for clinical thinking and approaches amongst all social work professionals in Lambeth.
3. To provide a 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.
4. To undertake detailed, highly specialist systemic assessment of children and families using a range of assessment approaches including interviews, observations of family interactions, genograms, individual and family questionnaires and other measures as appropriate
5. To help prevent family 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.
6. 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.
7. 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 and draw up appropriate risk management and safeguarding plans that prioritises the needs of the young person and takes in to account their social context.
8. 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.

THERAPEUTIC INTERVENTION AND CONSULTATION

9. To provide an evidence-based therapeutic service to vulnerable children and families through the provision of early intervention, direct work and assessment of therapeutic need.
10. To work with therapists, psychologists and other health professionals to support meeting the health needs of Children Looked After by developing creative ways of working to meet the emotional and mental health needs of Children Looked After and those leaving care, including those in out of borough placements.
11. 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.
12. To produce and present comprehensive, analytic reports for a range of audiences, including judicial services, acting as an expert witness for the service if required.

SUPERVISION AND CONTINUING PROFESSIONAL DEVELOPMENT

13. To work in a productive, collaborative manner, working co-operatively with colleagues, and to understand and respect professional responsibilities, boundaries.
14. To receive and provide supervision and consultation on a regular basis, regarding therapeutic, service and professional issues.
15. To take a clinical lead in group supervision, providing expertise and supporting staff development.
16. To attend relevant training.
17. 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 Children Looked After
18. To analyse complex information and its significance for individual cases and for the development of the service, and to advise senior managers accordingly.

OTHER

19. To contribute to the monitoring and improvement of the standards of service delivery via audit, development of protocols and evaluation work ensuring that all aspects of service delivery are effective and responsive to service user needs.
20. To contribute to the team's development of evidence based practice, supporting all colleagues in understanding and developing skills in the methods used.
21. To ensure high standards of record keeping.
22. To help evaluate and monitor the service delivered, including a commitment to user involvement, providing strategic information including the analysis of complex data and reporting to senior management as required.
23. 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.

**PERSON SPECIFICATION
Clinical Family Therapist (PO7)**

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| <p>It is essential that in your written supporting statement you give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A)</p> <p>You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.</p> <p>If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked ✓ on the person specification when you complete the application form.</p> | | | Shortlisting Criteria |
| Qualification | Q1 | Professional qualification in a recognised CAMHS discipline with appropriate accreditation and evidence of continuing professional development. | A ✓ |
| | Q2 | Part qualification in systemic family therapy at clinical practitioner level | |
| Key Knowledge | K1 | Understanding of a range of therapeutic interventions to support children, young people and families, within a systemic framework | A ✓ |
| | K2 | Able to work in a non-pathological manner and knows how to identify and promote the strengths, resources and abilities of clients | A |
| | K3 | Knowledge of factors affecting the emotional wellbeing of children in need, including issues of attachment, separation and loss, and ability to respond to these. Additionally knowledge of trauma-informed practice both individually and organisationally and able to take this into account when working with children and families | A ✓ |
| | K4 | Knowledge of communicating effectively, verbally and in writing, to a range of audiences including children, young people, parents/carers and professional colleagues at an advanced level. | |
| | K5 | Understanding of the context of Children's Social Care including knowledge of relevant legislation and national and local guidance including the Children's Act 1989. | A |
| | K6 | 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. | |
| Relevant Experience | E1 | 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. | A |
| | E2 | Proven experience in undertaking assessments of therapeutic need and contributing these assessments to childcare planning in a multidisciplinary context, including the analysis of complex information. | A ✓ |
| | E3 | Experience in providing consultation to relevant departments (i.e. social care, youth offending, early help) that are working with the children and families. | |
| | E4 | Experience of safely managing conflict and highly emotionally charged meetings in order to deliver suitable resolutions | |

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| <p>Core Behaviours</p> | <p>Focuses on People</p> <p>Is about considering the people who our work affects, internally and externally. It's about treating people fairly and improving the lives of those we impact. It's about ensuring we have the right processes in place.</p> <ul style="list-style-type: none"> • Approach families with empathy, compassion and creativity using relationships for positive change • To be curious, sensitive, and reflective as well as being authoritative, professional and tenacious in improving life outcomes for children, families and carers | |
| | <p>Takes Ownership</p> <p>Is about being proactive and owning our personal objectives. It's about seizing opportunities, driving excellence, engaging with the council's objectives, and furthering our professional development.</p> <ul style="list-style-type: none"> • Reflective critical thinking and analysis to evaluate and integrate multiple sources of knowledge and evidence to create meaningful assessments and plans • Draw on a range of approaches, used proportionately and regularly reviewed • Have high quality planning and decision making skills • Take appropriate responsibility for your conduct, practice and learning. | |
| | <p>Works Collaboratively</p> <p>Is about helping each other, developing relationships, and understanding other people's roles. It's about working together with colleagues, partners, and customers to earn their respect, and get the best results.</p> <ul style="list-style-type: none"> • Build skilful and influential working relationships with other professionals and agencies • Demonstrate understanding and skill in working as a member of a team and organisation | |
| | <p>Communicates Effectively</p> <p>Is about how we talk, write and engage with others. It's about using simple, clear, and open language to establish positive relationships with others. It's also about how you listen and make yourself open to conversation.</p> <ul style="list-style-type: none"> • Make good and emotionally intelligent use of supervision | |
| | <p>Focuses on Results</p> <p>Is about ambition and achievement. It's about orienting ourselves towards the end product and considering the effect of our service. It's about making the right impact, having the right result and changing things for the better.</p> <ul style="list-style-type: none"> • Understand legal and statutory responsibilities and execute these in children's, families and carers best interests. | |