

Job Description and Person Specification

Systemic Family Therapist or Clinical Psychologist

A Lambeth to be proud of



Job Title: Clinical Psychologist or Systemic Family Therapist

Grade: PO7

Contract: Fixed term for 6 months, with view to extend

Working pattern: Full time, Monday-Friday, some remote working possible

Department: Children's Social Care

Division: Children's Services

Reports to: Senior Clinical Psychologist and Service Manager

Responsible for: Trainee placement supervision

Context

The Clinical Support Service is a small and accessible embedded team of Clinical Psychologists and Family therapists, offering consultation, training and joint short-term therapeutic interventions, across Lambeth's Children's Social Care teams. We are seeking a creative and experienced Family Therapist or Clinical Psychologist with the passion and tenacity required to work effectively with colleagues and families in a Children's Social Care setting. This post-holder will use their therapeutic expertise to support social work colleagues and practice, as well as to offer specialist joint assessments and interventions with families and households. The successful candidate will work in a trauma-informed and reflexive way and demonstrate a commitment to anti-racist practice and cultural sensitivity. They will be supervised by a senior clinical psychologist or family therapist, with close links to colleagues in our local CAMHS services. Initially this post will be fixed term full-time for 6 months, with the view to extend beyond this timeframe.

Job Purpose

- To contribute to an accessible and integrated specialist clinical support service within Lambeth Children's Social Care.
- To help embed therapeutic, psychological and systemic perspectives and approaches that support effective and ethical social work practice.
- To contribute to the planning and monitoring of support plans for children, young people, families and households, based on a clear formulation of their needs.
- To join and support social work colleagues in delivering short-term therapeutic interventions.
- To provide training, consultation and staff support spaces to social workers, and wider professional networks.

- To help enable staff teams, service users and carers from a wide range of backgrounds to thrive by working to create a psychologically and relationally safe working environment.

Responsibilities

1. Work in a way which respects and takes account of difference of all kinds; demonstrating commitment to anti-racist and anti-discriminatory practice at all times.
2. Identify psychological, relational, emotional, behavioural and contextual influences in order to formulate, implement and evaluate effective intervention options and plans, taking into account a broad range of therapeutic models and theories.
3. Provide specialist advice and consultation to social care colleagues, and other professionals, working autonomously within professional practice guidelines and under the guidance of a clinical manager and supervisor.
4. Provide specialist and tailored training to social work and multi-agency colleagues, responsive to the needs arising, drawing on a range of therapeutic frameworks.
5. Provide emotional and psychological support to colleagues through, for example, facilitated reflective practice sessions, debrief meetings and clinical group supervision.
6. Communicate effectively with any other professionals involved in a child's care with regularity.
7. Prepare high quality concise informative and analytical written reports based on complex evidence in relation to your work, as required for a range of audiences to agreed standards and timescales.
8. Maintain up to date and high-quality case records, contributing to the overall picture of need and risk, views and contributions of children, young people and their families.
9. Attend and participate in formal review meetings and where appropriate organise and chair multi-agency meetings using professional expertise and evidence to contribute towards a shared understanding of child/young person's world and the kind of care and/or therapeutic input they may benefit from.
10. Learn, use and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.
11. Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities, with particular regard to high risk/high vulnerability groups.
12. Assist in the development of service policies, procedures and working practices at local, departmental and inter-agency levels.
13. Encourage and facilitate service user participation in the delivery, monitoring and evaluation of the service.
14. Contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of the service, employing professional skills in research to improve services for children and their families.
15. Provide statistical data of clinical activity and outcomes into information collection systems as required.
16. Be aware of all relevant legislation and guidance including the London Child Protection Procedures and the concept of significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.
17. Acquire knowledge about different groups, communities and cultures which inform service delivery.
18. Operate within the Council's financial regulations, budgetary framework and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.

19. Meet the requirements of the Professional Capabilities Framework, and of registration with the HCPC (or other relevant governing body/bodies) in respect of practice standards, conduct and professional development.
20. Carry out the duties and responsibilities of the post with full regard to the Council's Equal Opportunities Policy and any other council policies and good practice and guidelines, and for all work to be carried out in line with the Public Sector Equality Duty.
21. Supervise trainees within own area of specialism after completion of the relevant Supervision Training.
22. Work with a degree of independence, whilst recognising when and how to seek advice from a range of sources. Use supervision to identify strategies to build professional resilience and balance the potential for bias in decision-making.
23. Due to the nature of the work with vulnerable children, families and carers some work beyond normal office hours is required from time to time.
24. Work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.
25. Travel to home visits, community placements and meetings as appropriate and across the borough when required.
26. Be aware of risk relating to aggressive and challenging behaviour amongst the client group and follow trust policies relating to its management.
27. Respond appropriately and professionally to emotionally distressing situations, and support others involved in such situations.
28. Take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.

PERSON SPECIFICATION
Clinical Psychologist / Family Therapist (PO7)

It is essential that you meet the following requirements for the role and are able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. 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 with "Ticks" (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Qualification	Q1	Professional qualification and core mental health training and must be registered with the Health & Care Professions Council (or relevant body)	✓A
	Q2	Doctorate in Clinical Psychology or equivalent OR MSc in Systemic Family Therapy or equivalent	✓A
Key Knowledge	K1	Theoretical knowledge of the evidence base for a range of relevant therapeutic interventions Knowledge of psychological assessment and clinical psychometrics. Knowledge of legislation in relation to the client group, child and adult protection, and the impact of social inequalities. Knowledge of factors affecting accessibility of mental health care.	✓A
	K2	Evidence of experience and knowledge of delivering psychological and/or systemic assessments and specialist therapies to children, young people and families from a range of backgrounds, within a Social Care context.	✓A
	K3	Experience of working alongside Social Care professionals, providing a range of direct and indirect clinical interventions with children, young people and their families presenting with behavioural, emotional, relational and psychological challenges.	

	K4	An clear understanding of the role of statutory Social Work, including the pressures and constraints (as well as benefits) of providing psychologically informed support to Social Care colleagues.	
Relevant Experience	E1	A sound knowledge of assessment and intervention approaches appropriate for children and adolescents who have experienced abuse and neglect, loss, developmental trauma, or significant relationship and attachment disruptions.	✓A
	E2	A good understanding of the risk and vulnerability issues associated with young people being victims and/or perpetrators of exploitation, young people affected or involved in offending, serious youth violence and group offending.	
	E3	A demonstrable capacity to undertake assessments of children and young people's emotional, social and psychological needs and contributing these assessments to case planning in a multi-professional context.	
	E4	The ability to effectively communicate in writing and orally clinically sensitive information to young people, their families, support systems and a range of professionals.	✓A
	E5	Capacity to analyse complex information, evaluate results and choose the best approach to address problems and manage risks.	✓A
	E6	The capacity to develop constructive and cooperative working relationships with others, including multi-agency working, and maintaining such relationships over time.	✓A
	E7	Resilience to maintain professionalism and manage work safely with young people and families including an ability to manage high levels of risk and anxiety in highly pressured situations. The ability to provide advice and consultation to other professionals, supporting joined up approaches to managing complex risks and needs of children, young	

		people and their families, including consultation, training and clinical supervision. The ability to formulate referral pathways and to ensure that young people gain access to any additional specialist services they require (CAMHS, forensic assessments and interventions, ASD pathways etc). Knowledge of legislation, policy and practice guidance, in particular the frameworks for protection and support for children and young people presenting with high risks and vulnerabilities within a Social Care context. A commitment to continuing professional development in accordance with professional registration requirements and an enthusiasm to develop and share expertise. Ability and willingness to work independently and jointly with other professionals in a range of settings including family homes. Enthusiasm for a broad range of clinical models of service delivery and an ability to articulate the value added by clinical services within the context of an integrated service. Capacity to use clinical governance, management and supervision arrangements to manage work, obtain direction and advice and maintain clinical standards and resilience in the face of regular exposure to highly emotive material and challenging behaviours. Ability to contribute to the evaluation and monitoring of work done and outcomes achieved, including analysing and reporting on complex data, audits, presenting findings and making recommendations to senior management. Ability to recognise own and others work-related stress and pressures. As multi-disciplinary team colleague to support where necessary taking appropriate action. Good interpersonal skills and desire to build a supportive team environment. Personal time management skills and ability to work independently.	
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		Ability to work flexibly, helping the system to time manage situations of uncertainty during times of change.	
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CORE VALUES AND BEHAVIOURS



- Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter.
- Ensure fairness and justice is at the heart of my decision making and support to my team and others.
- Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do.
- Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part.
- Take positive action to ensure everyone in my team has opportunities to learn and grow at work.
- Encourage everyone to be themselves at work and value who they are.
- I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.

- Treat each member of my team with respect and dignity just as I would want for myself.
- Encourage each member of my team to do their very best work and am available to them to provide support and guidance.
- Personalise my support to each team members and look out for them, lending a hand wherever I can
- Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together
- Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard
- Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals.
- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth.
- Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.



- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
- I share my learning, knowledge and skills with others through coaching and mentoring and encourage others to do the same.
- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



One Lambeth
CONNECTED BY PURPOSE

Ambition behaviours



One Lambeth
CONNECTED BY PURPOSE

- Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do.
- Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved.
- Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together.
- Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes.
- I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.
- Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries.
- Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.