

Northorpe Hall Child and Family Trust
Clinical Lead (Children's Mental Health)

Job Description

Job Title:	Clinical Lead (Children's Mental Health)
Hours:	15 hrs per week (negotiable from 10 hrs)
Pay:	£36,775 (pro rata)
Line Manager:	Service Manager
Purpose of the Post:	To provide clinical support to the management team when reviewing complex cases. Considering and assessing the mental health needs of children and young people. To support others within the organisation who work with children and young people.
Based:	Northorpe Hall, Northorpe Lane, Mirfield, WF14 0QL or elsewhere in Kirklees as required. Some evening and occasional weekend work may be required.

Context: Northorpe Hall Child & Family Trust is a local independent charity supporting children's mental and emotional health, responding to the individual and family circumstances, enabling young people and the adults supporting them to build resilience and make the changes which they need to improve their wellbeing and quality of life, mostly through short term enabling support and interventions.

The Clinical Lead role is our most senior mental health worker, taking responsibility for decision making around most complex cases, supervising other staff and developing systems and processes to ensure high quality assessments and services.

DUTIES AND RESPONSIBILITIES

Assessment and decision making

- To assess available information and gather more information and opinion from others working to support the child or family
- Engage children, young people and parent/carers to explore and develop an understanding of their situation, experience, strengths and needs.
- Build positive working relationships with young people and others, minimising the stigma that many experience in relation to mental health services and responding to individual and cultural needs.
- Identify key symptoms, situations, relationships and other factors impacting on the child or young person's emotional health, identifying those experiencing severe mental and emotional health difficulties and those at risk, including safeguarding risks and risks to self, and act to manage and reduce those risks
- Consider, in consultation with colleagues where appropriate, the psychological, emotional and mental health needs in each case and what interventions, services or action is likely to be effective.
- Communicate your analysis and recommendations to children, carers, colleagues and other professionals and consider their preferences and feedback to develop an agreed support plan
- Ensure a responsive and positive experience for those accessing or attempting to access support services

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Managing information and transitions

- Keep accurate records of all referrals, assessments, contacts, meetings, decisions, plans, sessions and evidence of progress using the database systems.
- Work collaboratively with other services and professionals to coordinate care and interventions, sharing information with individuals, at multiagency meetings and in reports, within limits of consent and confidentiality, in the interests of the child and family
- Communicate, coordinate and develop good working relationships with colleagues and with other organisations and services to ensure the needs of children are met, ensuring positive transitions and referrals
- Assisting with the provision of up to date information about the service making this available to colleagues to enable them to deal with enquiries and requests for support effectively
- Assisting to raise awareness of the emotional and mental health needs of young people
- Assisting with report preparation for internal use, for funders and others as required

Managing and developing quality services

- To develop and maintain the highest professional standards of practice, through professional development, clinical supervision, maintaining up to date knowledge and reflective practice.
- Provide clinical supervision to other workers within the organisation enabling them to practice effectively and safely and develop their practice.
- To provide advice, guidance and consultation to other professionals in relation to individual children and young people.
- To attend regular line management supervision.
- To contribute to the development of services, working closely with the Assistant Service Managers and Service Manager
- Planning own workloads, liaising with other team members to coordinate work
- For those activities within the responsibility of the post, ensure risks are assessed and actions taken to reduce and manage risks
- To follow policies and procedures in place relating to the safeguarding of children and young people, supporting other staff as required.

Support other Trust activities

- To contribute to the safe and effective running of the organisation and implementing plans, policies and procedures
- To develop good working relationships with staff and volunteers
- Share skills and knowledge with colleagues, formally and informally
- Supporting young people to contribute to and participate in decision making about Northorpe Hall Child & Family Trust, to volunteer and to make a positive contribution to society
- To undertake other duties as instructed by the Director

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PERSON SPECIFICATION

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You will have considerable experience of supporting children and families experiencing mental and emotional health difficulties. You will have a qualification in CBT therapy or clinical psychology, providing a strong understanding of the factors impacting on children's mental and emotional wellbeing and the support and interventions that can maintain and improve it. You will use your skills and knowledge to work directly with the management team to support in the assessment of needs and decision making about service offers.

You will demonstrate a commitment to co-production approaches, working in partnership with young people and families, valuing their perspective, knowledge, abilities and strengths. You will also demonstrate a commitment to addressing health inequalities, valuing diversity, and addressing discrimination.

You will be able to communicate clearly, face to face and in writing with children, young people, families, colleagues and other professionals, keeping good records and sharing information respectfully and appropriately as required. You will be able to assess risks to self and others and make referrals and recommendations to other professionals and services.

You will be experienced in providing support to others through supervision, providing advice and enabling reflection and practice development in others, including reviewing cases with colleagues.

Essential Criteria - To be considered for this job you must:

1. Have a qualification in CBT Therapy or Clinical Psychology
2. Have at least four years' experience working within children's mental health services
3. Have experience of supervising others and be willing to undertake further supervision training
4. Be resilient and confident and able to work independently within the responsibilities of the post, managing the challenges and seeking support appropriately
5. Have excellent interpersonal communication skills, able to listen, encourage, respect, motivate and show genuine care for young people as unique individuals.
6. Be able to travel across Kirklees for meetings with young people and professionals. Therefore, access to an appropriate vehicle and business use insurance cover is required. Travel expenses are provided.
7. Be competent in using information technology to maintain records and communicate.
8. Have an enhanced DBS check, with no indication of unsuitability for the post and be willing to undertake Safeguarding training to level 3.
9. Be eligible to work in the UK, providing evidence of ID as required.

In your application, please ensure you demonstrate that you meet the above criteria. The Post holder will be required to complete a DBS disclosure which does not indicate unsuitability for the post.