

JOB DESCRIPTION

Job Title: Clinical Lead, Families First

Directorate & Section/Unit: Worcestershire County Council, Family Front Door Families First

Reporting to: Families First Group Manager

Responsible for: Management responsibility for (Level 1 Supervisor): (8) FTE Emotional health and well-being practitioners.

Salary Grade: PO3

DMA Management Level: Supervisor Level 1

DMA Span of Control (Direct Reports): 8 Full Time Equivalent staff members.

Our People Values:

To uphold and act in accordance with Worcestershire County Council's values;

- **Customer Focus** – Ensure delivery of a high-quality service which meet the needs of customers.
- **Can Do Culture** – Be proactive to achieve excellence, finding solutions and creative ways of working.
- **Freedom within Boundaries** - Make constructive change through cohesive decision making, ensuring services are responsive.

Purpose of job:

The post holder will be part of the multi-disciplinary Families First Team. The post holder will have both a practice and management responsibility, they will be expected to oversee the practice of the Emotional Health and Wellbeing Practitioners.

Main Activities & Responsibilities:

- Manage requests for support and intervention via the agreed protocols within Families First.
- Make decisions on the suitability of new requests for support and intervention, assessing service users suitability for psychological interventions.
- Utilise effective communication skills when working with people to understand their personal and sensitive difficulties.
- Provide management and clinical supervision to Emotional Health & Well-Being practitioners. Ensuring their practice is within recommended guidelines and meets service need.
- Formulate, implement and evaluate a range of psychological therapy programmes for children and families, predominantly using Cognitive Behaviour Therapy.
- Liaise with wider partner agencies including those within Families First to ensure a whole system of support and the safe transfer of need to wider community supports for longer term sustainability of change for families.
- Ensure the quality of high and low intensity practice is maintained, and relevant professional standards are maintained in line with the requirements of regulatory bodies.
- Ensure the maintenance of standards of practice including any regulatory, professional and accrediting bodies (e.g., BPS, UKCP, BABCP). Keep up to date with new recommendations/guidelines set by the Department of Health (e.g., NHS plan, National Service Framework, National Institute for Clinical Excellence).

- Ensure the service requirements relating to case recording and the evaluation of impact and outcomes of the emotional health and well-being interventions and support are carried out by all the practitioners.
- Ensure the Group Manager is cited on any high-risk cases of concern and contribute to the safety and risk management planning to ensure both adults and children are safeguarded.

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the role and practice, encourage and support staff in their development and training.
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equality and Diversity Policy
- Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
- This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).
- This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) and the relevant children and/ adults barred list(s) checks. *
- The Code of Practice on the English Language Requirement for Public Sector Workers (the fluency duty) applies to this post. Therefore, an ability to fulfil all spoken aspects of the role with confidence through the medium of English is essential for the post.
- Ensure you work in line with the policies and procedures of Worcestershire Children First.

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and Worcestershire Children Services as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Group Managers, Practice Managers, Management Teams, Managers & Staff across all directorates, Project Staff, Support and other school-based staff.

External: NHS, Clinical Commissioning Groups, Healthcare Professionals, Educational Settings, Suppliers, Statutory and Voluntary Organisations, service users, clients, customers, parents, pupils,

Additional Information:

- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act

Author: Kevin Bryan Date: 12/05/2025

Date of grading confirmation: March 2022

PERSON SPECIFICATION

Job Title: Clinical Lead, Families First

Directorate & Section/Unit: Children, Families and Communities, Families First

Salary Grade: P03

EXPERIENCE: (Of delivering outcome/objectives/service improvements etc, not just time served)

It is **essential** that the post holder has:

- Significant experience of working in a service where agreed targets are in place demonstrating clinical outcomes as a manager or leader.
- Considerable experience in working with children and families, presenting with severe and enduring mental health conditions and treatments.
- Substantial experience in developing, implementing and evaluating a range of psychological therapies.
- Demonstrable experience of managing a team.
- Substantial experience of working as a Cognitive Behaviour therapist
- Substantial experience of carrying out risk assessments within the scope of practice.
- Significant experience working as a psychological therapy practitioner and demonstrating the competences as required.
- Significant experience in offering clinical supervision and encouraging reflective, evidence-based supervision.
- Demonstrable experience in service development.
- Familiar with creating, maintaining and reporting on performance information to maintain service delivery and ensure value for the organisation.

It is **desirable** that the post holder has:

- Experience within a Children's Services and/ or children's safeguarding.
- Experience in offering clinical supervision and encouraging reflective, evidence-based supervision.
- Substantial experience of working in Primary Care Mental Health Services

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Expert knowledge in, and be confident and capable in the use of, psychological techniques as well as a range of other interventions for working with complex cases, e.g., DBT, CBT, motivational interviewing.
- Expert knowledge of National Legislation, drivers and other legislation related to the care of children and young people experiencing mental health difficulties.

- Expert knowledge of assessing risk and involving other statutory and non-statutory services during therapy where required
- The ability to time manage effectively with competing demands and priorities.
- Specialist knowledge of latest theoretical and service delivery models/developments
- The ability to develop good therapeutic relationships with clients
- The ability to supervise and line manage the emotional health and well-being practitioners
- The ability to manage a small caseload of higher-level/need cases whilst maintaining managerial functionality.
- Resilient and deals positively with change
- Excellent and effective communication skills.
- Experience of working with diverse communities and within a multicultural setting
- Be able to produce coherent and accurate reports on a range of areas linked with the post.
- A commitment to promoting anti-oppressive and anti-discriminatory practice, ensuring that your own practice and the practice of your team contributes to the rights and outcomes of all children and their families.
- Excellent IT skills, including Microsoft Office.

It is **desirable** that the post holder has:

- Experience of quality assurance which may include experience of clinical auditing.
- Qualification from low intensity IAPT course.

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- Be fully accredited with the governing body (e.g., BABCP, BPS,).
- Educated to at least level 6 in a BPS accredited degree.
- Post Graduate Diploma in Evidence Based Psychological Approaches for CYP or compensatory experience.

ADDITIONAL INFORMATION

It is **essential** that the post holder has:

- The ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner.

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