**Job Description**

This form is used to provide a complete description of the specific job and defines the required skills, knowledge, behaviours, qualifications and experience.

# Section A: Job Profile

The job profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the role and a brief description of the main duties.

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| Job Details

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| Job Title: | Senior Psychological Family Practitioner  |
| Salary: | £44,711 - £47,754 |
| Grade: | 12 Green Book |
| Hours: | 37 per week  |
| Team: | The Clinical Team  |
| Service Area: | Children and Families, Corporate Parenting  |
| Primary Location: | Currently location is Union Street, but this is a countywide post with significant travel to visit families involved. |
| Budget responsibility: | none  |
| Responsible to: | Laura Ogi |
| Responsible for: | Not applicable |

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| Job PurposeThis is a brief overview of the key objectives of the job including the context within the team/department. |
| This is an exciting opportunity to work as a Senior Psychological Family practitioner within Oxfordshire County Council’s Children, Educational and Families (CEF) Directorate. Our Children’s Services work with vulnerable children, young people and families who are open to social care, at times in or on the edge of the care system or preparing for independence. Our service aims to deliver the best outcomes for families through integrated and individualized interventions. This role sits within our multi-disciplinary Clinical Team and provides support to the wider Social Care Teams. The role will focus on supporting parents mental health with the aim to develop safe and connected relationships with their child. The post holder will be supported to deliver parent- focused and evidenced based interventions. They will collaborate with multi-agency networks to develop an understanding of families’ needs, contribute to ongoing risk assessment and care planning. Clinical supervision will be provided by a Clinical Psychologist.The Clinical Team is led by a Consultant Clinical Psychologist and has a strong ethos of creative, integrative and relational / trauma /attachment-informed psychological approaches. The post holder will be joining a team made up of professionals in clinical psychology, psychiatry, education and family therapy. The Clinical Team works closely with teams and agencies both inside and outside of OCC and we are committed to improving the lives of families across Oxfordshire.We welcome applicants with a range of interests, personal and professional backgrounds. The Clinical Team will support the post holder’s professional development through a culture of training, CPD / research opportunities and supervision. |
| Job Responsibilities This is a list of the main duties or tasks that the post holder will be expected to undertake.  |
| **Main purpose of the job:*** To be part of the Clinical team, focusing on parent and family support.
* Work collaboratively with the relevant professionals to understand the needs of families and deliver the best interventions for parents to enhance parental capacity.
* To offer direct planned and structured therapeutic interventions in line with care planning to parents being supported by The Clinical Team. As a senior practioner, to offer supervision and support to other staff. This might include leading group interventions and the delivery of training.
* Under the guidance of clinicians to conduct initial mental health assessments in relation to anxiety, depression, stress-related presentations, personal wellbeing, factors impacting parenting.
* To ensure a service that supports the needs of children/young people and their families in a planned and considered way, including advocating for them, and to further their well-being.
* To work alongside other professionals who are engaged with families to provide a joined-up service for young people and their families/carers, other professionals and agencies.
* To work within services which are planned and delivered in a way that maximises the participation of children/young people, respects their rights, and is responsive to their wishes and views, alongside the allocated case holders.
* To contribute to the continuous improved performance of the Clinical Team and to support inspections, performance assessments and best value processes. To contribute to the successful performance of the service by implementing policy, monitoring and reporting on compliance with OCC purposes and standards.
* To promote the needs of families by participating in various forums and planning groups.

**Main Duties:*** To provide direct work to parents /families being supported by The Clinical Team.
* To offer supervision and support to other staff
* Lead the implementation of interventons
* To work flexibly to offer timely and appropriate support to parents/ families whose children are at risk of coming onto care, had a period of time in care or are returning to birth family care.
* The post holder will use evidenced based interventions to support parents to maximise their parenting ability for their child.
* To complete chronologies as part of family assessments.
* To contribute to ongoing risk assessments.
* To attend weekly team members and sessions with clinical leads and meetings with social care staff to assure co-ordination of all plans for direct work with family.
* Communicating regularly with social workers and other key professionals to achieve the plan and contributing to a developing understanding of the family’s support needs. This may involve attending statutory and other care planning meetings.
* To work closely with the children’s teams and inform where there is reason for concern for the safety of the child, siblings, carers or staff.
* To act immediately on any safeguarding concerns, or issues that may affect the safety of a family or appropriate/safe operation of the pathway and to support colleagues in this process.
* To provide timely record keeping and documentation of all work undertaken with families.
* To contribute to the completion, implementation and regular review of risk assessments pertaining to activities, processes and interventions.
* The post holder is responsible for ensuring that all County Child Protection Policies are adhered to and concerns are raised in accordance with these policies
* To work in line with the departments agile working policy. To be aware of and comply with all relevant regulations and procedures in respect of lone working.
* To have a good understanding of Health and Safety legislation and the requirements it places on individuals and employers. To maintain Health and Safety standards and participate in regular inspections and to undertake training on H&S issues where appropriate.
* To assist in managerial tasks such as collation of information as required by the post.
* To participate in evening and weekend provision, as necessary.

**Management, Policy and Service Development:*** To contribute to the development of a high quality, responsive and accessible service for families and professionals seeking support.

 **Supervision, Continued Professional Development and Teaching:*** To take personal responsibility for contributing to own appraisal, supervision and internal development processes and procedures.
* To accept and attend necessary induction, training, advice, instruction and deployment in order that services for young people are provided appropriately and to the highest standards with positive outcomes.
* To demonstrate on-going commitment to personal development by undertaking developmental training, research and reading, keeping up to date with best practice and maintaining own CPD records.
* To receive regular clinical supervision from a Clinical Psychologist in The Clinical Team, and where appropriate other senior professional colleagues.
* To attend reflective practice and team supervision meetings.
* To contribute to training delivered by The Clinical Team.

**Research, Development and Service Evaluation:*** To use agreed outcome measures to contribute to service evaluation and research projects undertaken by The Clinical Team.
* To contribute to the ongoing review and development of a pathway that meets the needs of families and professionals by attending meetings and undertaking projects as agreed.

  **General*** To ensure the highest standards of record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with the Children Young People and Families Directorate policies and procedures, as well as relevant professional codes of practice.
* To maintain up to date knowledge of legislation, national and local policies and issues in relation to the client group and issues related to practice in children’s social care.
* To promote people’s equality, diversity, rights and responsibilities.
* To promote anti-oppressive and anti-discriminatory practice.
* To undertake any other duties appropriate to this post.
* The post holder is expected to comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
* To have the ability to travel independently to a variety of premises both in an out of county, sometimes at short notice.
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# Section B: Selection Criteria

This section provides a list of essential and desirable criteria that detail the skills, knowledge, behaviours, qualifications and experience that a candidate should have in order to perform the job. The selection criteria provide a list of essential (no more than 8-10) and desirable criteria (no more than 4). The criteria are aligned to our [corporate values](https://www.oxfordshire.gov.uk/council/about-your-council/working-oxfordshire-county-council/county-council-values).

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

You must provide a supporting statement as part of your application which includes examples and evidence of when you have demonstrated the criteria listed below. You will be expected to address each point separately and in the order listed. If you do not complete a full supporting statement in the requested format your application may be rejected.

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| --- | --- |
| Essential Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** Understanding of developmentally appropriate behaviour for children and young people in the home school and community.
* The ability to demonstrate at interview a good standard of numeracy and literacy or related relevant employment history.
* Have undertaken training on a specific area of therapeutic intervention
* Appropriate IT skills
* Driver’s licence
 | A, D, I |
| **Experience:*** Significant experience of working within CAMHS, Looked after services or services related to safeguarding and/or complex families which could include the Local Authority, Forensic Services or relevant Third Sector organizations.
* Experience of offering supervision to others
* Experience of working with family systems.
* Experience of multi-agency interated working.
 | A, I |
| **Personal:*** Enthusiasm for achieving the best outcomes for children and families
* A capacity to engage young people and families.
* An ability to develop therapeutic relationships with clients, specifically parents accessing the reunification pathway.
* Ability to form positive working relationships with a range of colleagues across agencies. To interact effectively and to work collaboratively with a team to achieve common objectives
* A commitment to reflective practice and curiosity regarding own strengths and limitations
* An ability to work in a busy and sometimes stressful environment, encountering issues such as trauma, abuse and clinical risk.
* An ability to write reports to a high standard and keep up to date records.
* Ability to work independently to give and be given delegated tasks.
* Commitment to high standards of professionalism
* Ability to work with a diverse client group
* Ability to develop community networks and access to services on behalf of clients
 | A, I |
| **Other:*** Commitment to safeguarding and promoting the welfare of children and young people
 | A, I |
| **Special Requirements:*** A personal commitment to the delivery of high-quality psychological interventions for children who have experience of maltreatment and multiple losses
 | D, A, I |
| Desirable Criteria | Assessed By: |
| **Educational achievements, Qualifications, Training and Knowledge:*** A working knowledge of attachment theory, the impact of trauma or shame, mental health issues, or other relevant concepts.
* Professional qualification such as social work, family therapy, occupational therapy or other relevant discipline.
* Additional training in specific therapeutic approaches such as systemic therapies, NVR, VIG, play therapy or other relevant approaches.
 | A, I, D |
| **Experience:*** Experience of delivering parenting interventions
* Experience of working with families where there have been safeguarding concerns.
* Experience of working with families or carers within Looked After Children services.

  | A, I |
| **Personal:*** A commitment to the evaluation and development of services.
* Is flexible and able to use their initiative, whilst accepting the need to work within policies and procedures
 | A, I |

# Section C: Pre-employment Checks

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates. Further information can be found here [Pre-employment checks](https://www2.oxfordshire.gov.uk/cms/content/support-attending-interviews)

Additional pre employment checks specific to this role include:

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| [ ]  | Enhanced Disclosure and Barring Service check with Children’s and Adults Barred List | [ ]  | Enhanced Disclosure and Barring Service check without [an Adult/Children’s barred list check](https://intranet.oxfordshire.gov.uk/cms/content/safer-recruitment-and-disclosure-and-barring-service-checks#enhanced-dbs-check-without-an-adult-childrens-barred-list-check) |
| [x]  | Enhanced Disclosure and Barring Service check with Children’s Barred List | [ ]  | Enhanced Disclosure and Barring Service check with Adults Barred List |
| [ ]  | Standard Disclosure and Barring Service check | [ ]  | Basic Disclosure |
| [ ]  | Disqualification for Caring for Children (Education) | [ ]  | Overseas Criminal Record Checks |
| [ ]  | Prohibition from Teaching | [ ]  | Professional Registration |
| [ ]  | Non police personnel vetting | [ ]  | Disqualification from Caring |
| [ ]  | Other (please specify): |  |

# Section D: Working Conditions

This is a guide to the working conditions and the potential hazards and risks that may be faced by the post-holder.

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| Health & Safety at Work |
| You are responsible for your own health, safety and wellbeing, and undertaking health and safety duties and responsibilities for your role as specified within Oxfordshire County Councils Health and Safety Policy. |
| The potential significant hazard(s) and risk(s) for this job are identified below (those ticked).  |
| [ ]  | Provision of personal care on a regular basis | [ ]  | Driving HGV or LGV for work |
| [x]  | Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | [x]  | Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes) |
| [ ]  | Working at height/ using ladders on a regular/ repetitive basis | [ ]  | Restricted postural change – prolonged sitting |
| [x]  | Lone working on a regular basis | [ ]  | Restricted postural change – prolonged standing |
| [ ]  | Night work | [ ]  | Regular/repetitive bending/ squatting/ kneeling/crouching |
| [ ]  | Rotating shift work | [ ]  | Manual cleaning/ domestic duties |
| [ ]  | Working on/ or near a road | [ ]  | Regular work outdoors |
| [x]  | Significant use of computers (display screen equipment) | [x]  | Work with vulnerable children or vulnerable adults |
| [ ]  | Undertaking repetitive tasks | [x]  | Working with challenging behaviours |
| [ ]  | Continual telephone use (call centres) | [ ]  | Regular work with skin irritants/ allergens |
| [ ]  | Work requiring hearing protection (exposure to noise above action levels) | [ ]  | Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| [ ]  | Work requiring respirators or masks | [ ]  | Work with vibrating tools/ machinery |
| [ ]  | Work involving food handling | [ ]  | Work with waste, refuse |
| [ ]  | Potential exposure to blood or bodily fluids | [x]  | Face-to-face contact with members of the public |
| [ ]  | Other (please specify): |

**Agile Working**

All staff may be required to work from a different base or in a different location at some point in the future in line with any Council or school needs.  Such changes will be made after proper consultation and shall be deemed to be reasonable after taking into account any personal requirements.