

Department	Children's Services
Section	Practice, Improvement & Development Service
Grade	PO6 - PO7 (Career Graded)
Post Designation (Title)	Systemic Practitioner

Purpose of Job:

To be responsible to the Service Leader, Systemic and Compassionate Practice for:

- i) Working independently to provide high quality expert advice, consultancy and support to leaders and staff with Children and Families' Social Care to help them incorporate informed systemic and compassion focused practice within FaASS, Youth Justice Service and Children's Social care in their interventions with children, young people and their families.
- ii) Continuing to develop the concepts and model of the Greenwich Practice Framework.
- iii) Arranging and leading workshops and seminars relating to whole systems improvement, in response either to new legislation and guidance, gaps identified through internal auditing and other quality review mechanisms, inspections or any other activity.
- iv) Working with colleagues across the Division, Department and whole children's workforce to identify gaps in practice, and so apply consistency of messages across the Division.
- v) Delivering training and embedding Compassionate Mind concepts with all staff in the Children's Services Directorate.
- vi) To work with colleagues across the Division, Department and whole children's workforce to identify gaps in practice, and so apply consistency of messages across the Division.

At PO7, in addition to the above:

- vii) To provide highly specialist Systemic assessments and delivering targeted evidence-based systemic and compassion focused interventions to improve outcomes for

children, young people and their families with multiple and complex needs including emotional, social and behavioural difficulties and mental health needs and to be able to contribute to effective planning around a young person's difficulties at a strategic level.

- viii) Providing consultation and specialist advice / clinical expertise to Children's Services colleagues, parents / carers and other professionals, working autonomously within professional practice guidelines and under the guidance of a clinical supervisor.
- ix) Providing consultation and training at all levels of the directorate particularly in developing formulation in a compassion focused systemic framework

Manages up to 0 directly managed staff.

Manages up to 0 indirectly managed consultancy/contracting staff.

Main Duties:

- 1) To work in collaboration with Children's Services colleagues and in accordance with Children's Services Practice Framework to improve outcomes for children, young people and their families, helping them to make sustainable change in order to reduce the likelihood of statutory intervention.
- 2) Provide consultancy to Team Leaders, Practice Leaders and across front facing teams in Children and Families Social care to embed systemic and compassion focused practice, training and coaching leaders and workers to drive consistency of practice. To be responsible for developing the skills and competencies of staff through training and development.
- 3) Work closely with Team and Practice Leaders to develop and upskill their team practice through providing training, advice, support and challenge.
- 4) To participate fully in practice meetings and other individual and group case discussions to:
 - a. provide systemic and compassion focused approaches regarding child, young person or parent's behaviour, dynamics and wider networks
 - b. give valuable insight into strengths and weaknesses within the family and help Children's Services colleagues think in a strengths focused non-judgemental way
 - c. provide reflective consideration of different interventions for working with children, young people and families
 - d. support Children's Services colleagues to think about the network around the child and what may be the most appropriate support to address their needs
- 5) To work in ways which are sensitive to and appropriate for the individual needs of children, young people and their family members. This includes working in ways that reflect their ability to understand the therapeutic process.

- 6) To make highly skilled evaluations and decisions about treatment options taking into account a broad spectrum of theoretical and therapeutic models including systemic theory, social learning theory and as well as highly complex factors concerning historical and developmental factors.
- 7) To provide highly specialist therapeutic interventions to children, young people and families using evidence-based approaches; in particular CBT and family therapy and or trauma-focused interventions, dyadic developmental psychotherapy and mentalisation-based therapies.
- 8) To exercise professional responsibility with autonomy for assessments, case formulations and interventions, communicating regularly and effectively with all level of Children's Services colleagues including senior management and any other professionals involved with the family.
- 9) To manage sessions / meetings in which there is highly charged emotion, managing systemic rapport with groups of people with multiple and conflicting needs, views and abilities.
- 10) As directed, to produce high quality referral information for CAMHS services as required.
- 11) To participate in multi-disciplinary meetings as required, providing detailed reports and taking a lead in discussions relating to child / young person's behaviour, emotional difficulties and mental health needs offering clear professional guidance based on evidence.
- 12) To exercise responsibility for maintaining up-to-date records in accordance with local standards for clinical record keeping.
- 13) To contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of Innovations projects and other areas of Children's Services, employing professional skills in research to improve services for children, young people and their families.
- 14) To collate and provide statistical data on outcomes activity contributing to local, regional and national evaluation as required.
- 15) To take responsibility for ~~your~~ own professional development by actively engaging in training, research and contributing to learning across Children's Services.
- 16) To research, develop and deliver training to colleagues and other professionals on specific topics as required, using a range of materials and presenting to a consistently high standard. To participate in regular clinical supervision, appraisals and continual professional development requirements to ensure professional registration requirements and clinical governance requirements are met and maintained

- 17) To respond appropriately to child protection concerns that arise in the course of interventions, in line with child protection procedures and guidance and to take responsibility for own decision making in high-risk cases.
- 18) To contribute to the assessment of risk and protective factors in cases where there are issues of risk of harm to children and young people and to lead on assessment in high-risk cases.
- 19) To work effectively in family homes, schools, children's centres, residential homes and other community-based settings.
- 20) To undertake supervision/management of staff as and when required.
- 21) To work flexibly, in line with the needs of the service and this may include evening and occasional weekend work.
- 22) To undertake any other work appropriate to the level and general nature of the post's duties.
- 23) To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council.
- 24) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.
- 25) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies, and the New Technology agreement.
- 26) To ensure that appropriate levels of emergency planning and business continuity management preparedness are in place for the service, and that your teams are appropriately briefed on their roles in an emergency
- 27) To be responsible for undertaking employee investigations and appeals in line with the RBG policies and procedures.
- 28) To be responsible for providing mentoring opportunities to junior staff (e.g. graduates, apprentices etc.)
- 29) This post requires an Enhanced DBS with children's and adults barred list and will be supported by Safer Recruitment tools.

Additional Duties – GRADE PO7

- 1) You will undertake highly specialist systemic clinical assessments of children, young people and families receiving a service. This will involve face to face contact with children, young people and families to discuss and work through highly complex, sensitive and personal information. This will involve working with children at all levels of need from Early Help, Child in Need and Child protection to Children in care
- 2) To provide consultation, teaching and training to all levels of management and staff in Children's Services, imparting knowledge of aspects of complex clinical formulation in an easily accessible way to all levels of the directorate
- 3) To draw upon complex assessment material to formulate, implement, monitor and review outcome focussed plans for the treatment and management of a child / young person's emotional and behavioural problems based on sound clinical formulation.
- 4) To develop training programmes for professionals and partners across the directorate in Systemic and Compassion focused ideas and to consult team leaders, strategic leaders in supervision of staff using the above models
- 5) Play a lead role in the rollout of systemic and compassionate practice across all of Children's Services, contributing to whole system change. Contributing to the evaluation and monitoring of the rollout, recommending changes to the Practice framework and playing a lead role in implementing those changes.
- 6) Must be working effectively in the PO6 role for a minimum of 1 Year.

Designation of the Post to which the Post-Holder normally reports to:

Service Leader, Systemic and Compassionate Practice

Person Specification



Job Title	Systemic Practitioner
Grade	PO6 – PO7
Service/Section	Practice, Improvement & Development Service
Directorate	Children's Services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Knowledge	
Post-graduate Certificate in Systemic Practice Intermediate level or an equivalent compatible mental health discipline	E
Understanding of systemic and compassion focused approaches, and the application of those ideas in relation to families where there is psychological distress, mental health issues etc.	D
Knowledge of legislation, policy and practice guidance as it relates to children's receiving early help, statutory social work and youth justice interventions and understand clinical governance mechanisms in the face of regular exposure to highly emotive material and challenging behaviour	D
To progress to PO7	
Post graduate Masters Level in Family and Systemic Psychotherapy or Post-graduate Intermediate Systemic qualification and 3 years post experience or formal training in supervision of Systemic Practitioners of other Family Therapists	E
Graduate qualification in appropriate mental health/social welfare profession	D
Skills and Abilities	
Specialist skills in the application of systemic assessment, interventions and systemic formulation in relation to young people and families and ability to communicate plans effectively to families and the professional system.	E
Ability to work flexibly with children, young people and their families in a variety of settings such as family homes and outside of office hours.	E

Skills and ability to engage children, young people and families who may be mistrustful of the local authority and may be disinclined to access support.	E
Good administrative and record keeping skills and the ability to use information technology	D
Experience	
Significant relevant experience of working with vulnerable groups and individuals within diverse communities, including the ability to work with vulnerable people in highly pressured situations, and to manage high levels of risk and anxiety while maintaining safe practice, sound decision-making and professional presentation	E
Minimum of one year post qualifying & supervised experience working with families where there are children and young people with emotional and psychological problems	D
Ability to provide consultation to other professional and non-professional groups	E
To progress to PO7	
Post first qualification experience in a CAMHs team or related area with experience of working with moderate to severe mental health problems	E
Extensive experience of exercising full clinical responsibility for children / young people's psychological care and treatment and able to effectively communicate decisions at a senior level particularly in relation to strategic planning for children and young people	E
Experience of presenting on family therapy/systemic concepts to multidisciplinary audiences in a wide range of professional settings	E
Equal Opportunities	
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post.	E
Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E