



Regional Clinical Lead Appointment Brief April 2021



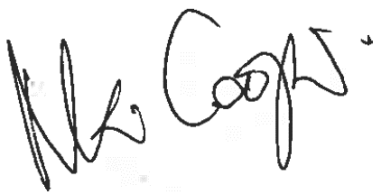
Welcome

Thank you so much for your interest in the role of Regional Clinical Lead here at Place2Be.

We're very excited about the next phase in our development. We have been pioneers and innovators in the field of mental support in schools for over 25 years and this additional senior clinical role will join our existing four Regional Clinical leads as we create a fifth Region in the UK to support our ongoing growth. This team of senior clinical practitioners is at the heart of driving us forward. By increasing the clinical bandwidth at this senior level we have spent the past 9 months working on broadening the range of interventions we can offer to our schools (parenting and groupwork especially). There is more innovation on the horizon for the next 12 months.

We are both proud to have been a part of Place2Be for over 15 years in different roles, always aiming to do a great job and challenging ourselves to do better. The Regional Clinical Leads have an opportunity to fully focus on clinical quality and improving outcomes as well as to make visions a reality.

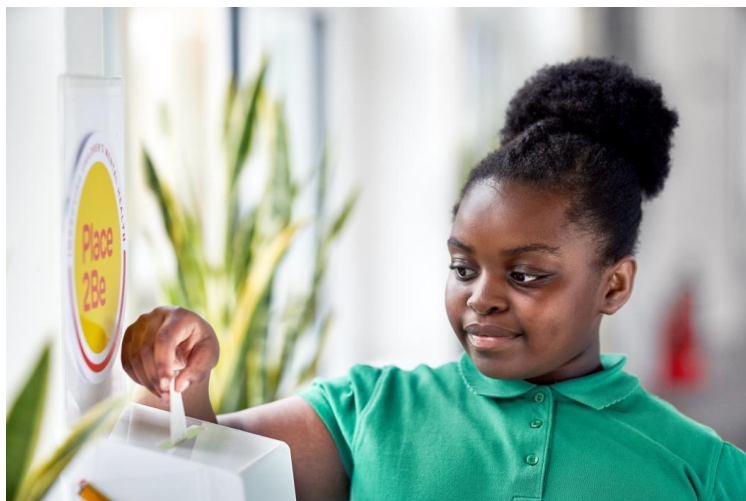
We will be delighted to receive your application!



Niki Cooper
Clinical Director



Catherine Roche
Chief Executive Officer



About us

Place2Be is the leading children's mental health charity providing in-school support and expert professional development to improve the emotional wellbeing of children and young people, families, teachers and school staff.

Place2Be provides children's mental health services in over 700 primary and secondary schools, reaching a total school population of over 380,000 pupils. Our teams provide a range of services in our partner schools to build resilience early in life through counselling, creative work and play and support a child's ability to engage in school life. Our work, focused on early intervention, is part of the 'comprehensive CAMHS system'.

Through our professional development programme, we are training c1200 Clinicians on Placement each year who build their mental health and counselling skills and experience through practice in our partner schools. We also provide a range of professional development programmes on mental health and wellbeing for school leaders, teachers and other professionals who work with children and young people, so we can help to build 'mentally healthy' schools and communities where all children can thrive and flourish.

We continue to pilot, trial and explore new ways in which we can develop our practice as well as share learning, expertise and findings from the robust evidence and evaluation we gather. HRH The Duchess of Cambridge is our Royal Patron and Place2Be is one of the founding charity partners of Heads Together. We also work collaboratively with a range of charities and expert organisations to leverage best-in-class knowledge and expertise to inform, develop and improve outcomes for the children, families and schools we support.

We ask our staff team to share our core values of perseverance, integrity, compassion and creativity, and to have the skills and patience to support some of the UK's most vulnerable children and families.

Vision

Place2Be's vision is for all children to have the vital support they need to help them build life-long coping skills and to thrive.

Mission

Our mission is to improve the mental wellbeing and prospects of children, their families and school communities across the UK.

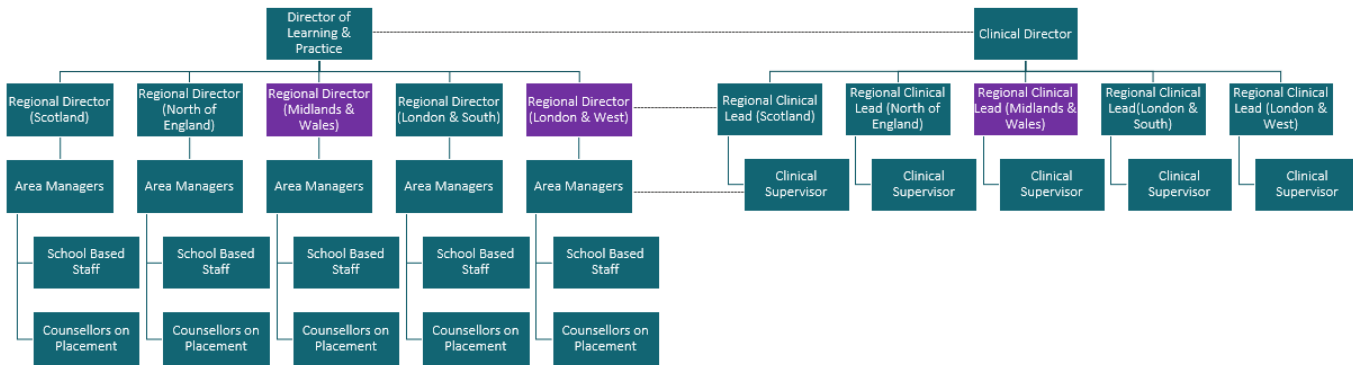
We provide access to emotional and therapeutic support and training within school communities, using tried and tested methods, backed by research.

Values

We are committed to our values: **Perseverance; Integrity; Compassion and Creativity.**



Organisational chart



Key deliverables & areas covered

- Ensure consistently high quality, safe, ethical clinical work is delivered across the region
- Accountable for clinical governance regionally
- Develop key relationships with Universities and Colleges who have appropriate courses for placement opportunities
- Monitor and review clinical data to help inform practice developments
- Accountable for college engagement to secure adequate numbers of Counsellors on Placement
- Provide clinical supervision for team of clinical supervisors
- Provide training to clinical staff and reviewing local needs
- Act as key clinical spokesperson for Place2Be
- Each to have a national clinical responsibility for an intervention, such as Parenting, Assessment & Formulation



Current Areas (up to 19 projects in each at capacity)

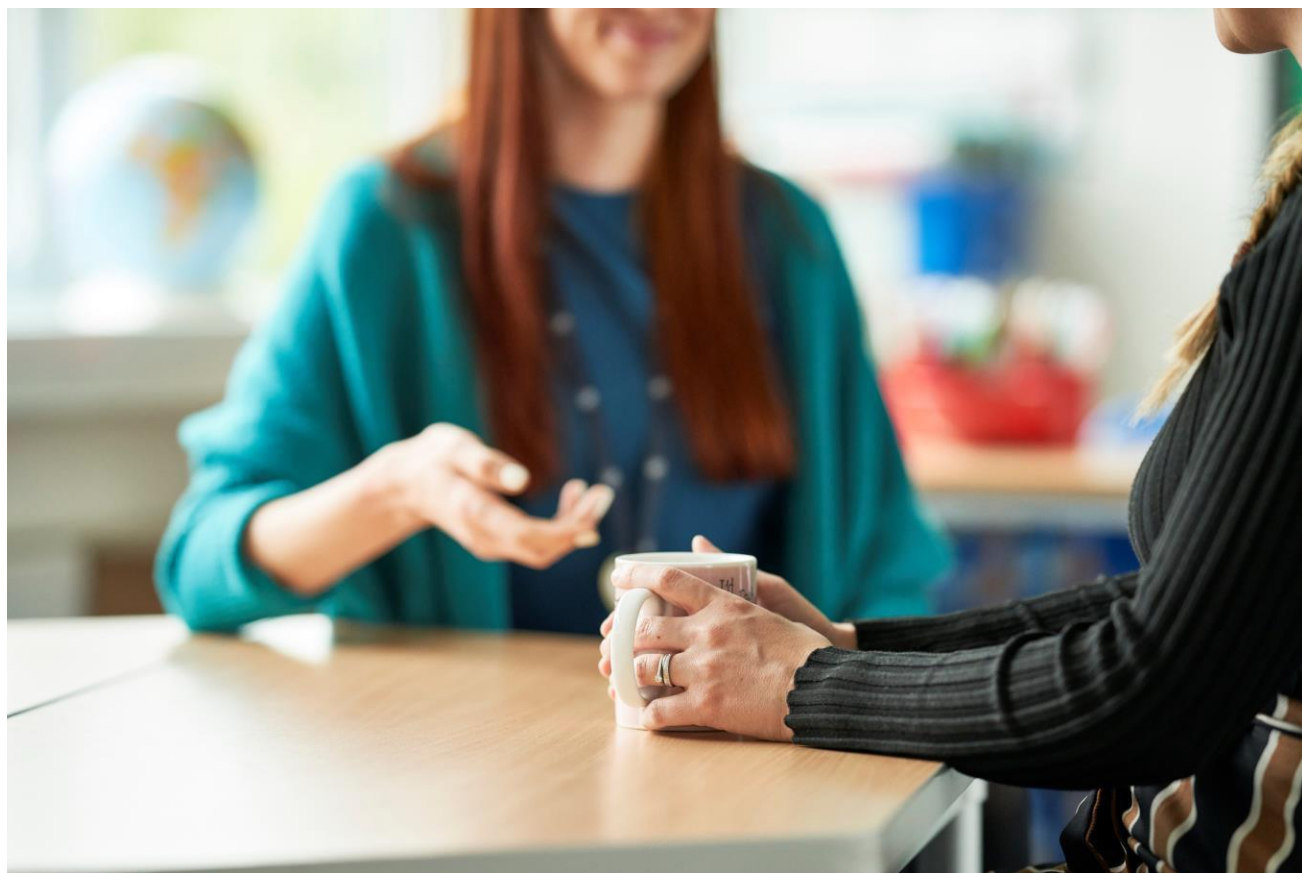
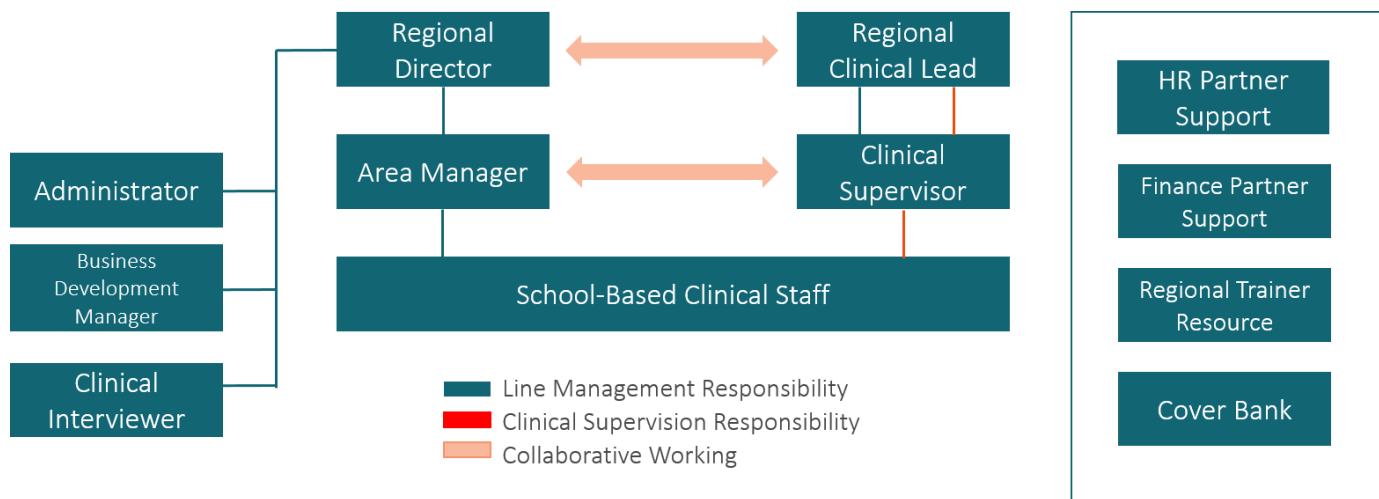
West Midlands

East Midlands

South Wales



Ways of working



Job description

Job title:	Regional Clinical Lead
Reporting to:	Clinical Director
Direct reports	Clinical Supervisors
Hours:	Full Time
Salary:	£48K
Location:	Midlands

Overall purpose of the role:

- To ensure consistently high quality, safe, ethical and effective clinical work is delivered across the Region,
- To be accountable for clinical governance across the Region
- As a senior member of clinical team at Place2Be to work with Clinical Director and other Regional Clinical Leads to help shape our approach and range of mental health interventions in schools



Key responsibilities:

Quality of Place2Be school-based mental health services

- To be accountable for clinical governance within the Region, ensuring our services are clinically sound, effective and legally compliant
- To work closely with Regional Director to shape service delivery in the region
- To lead (or co-lead) on national strategy, quality, cost effectiveness and delivery of one key area of clinical practice, such as:
 - Parent Work
 - Group Work
 - Secondary School interventions
 - Digital Integration
- To be accountable for ensuring all new recruits go through a consistent clinical induction programme, that includes Safeguarding
- Set-up reporting and monitoring systems to ensure that rigorous assessment and formulation is embedded and at the heart of all clinical activity
- To support the Regional Director, who is accountable for ensuring that there are adequate numbers of employees and Counsellors on Placement, to fulfil Partner School contracts, with interviews for School based clinical staff and Counsellors on Placement
- To develop and hold key relationships with colleges and universities who require placement for their own counselling students. Deliver presentations, in conjunction with Area Manager and Counsellor on Placement Engagement Officer(s).
- To ensure all Counsellors on Placement have safeguarding induction and adequate measures are in place for measuring the effectiveness and learning from clinical placements.
- To be the key clinical spokesperson for Place2Be in the Region, including representing Place2Be at both a local and national level
- To support Regional Director in engagement with local NHS mental health provision and Clinical Commissioning Groups/
- To monitor the School Service System, tracking clinical trends in the Service Area and reporting back to Clinical Director
- To regularly attend Team Meetings across the Region, to present clinical information and updates, to measure trends, good practice and recommend performance improvements where necessary, including the delivery of training for identified clinical learning needs
- To present complex clinical data and produce reports in accessible formats
- Accountable for writing clinical activity reports and producing monthly data for each Region, for reporting to the Regional Director and Clinical Director.



Provide effective supervision for Clinical Supervisors

- To provide robust clinical supervision for Clinical Supervisors (both face to face and remotely) in accordance with Place2Be Supervision Policy
- To deliver Assessment and Formulation training to all new recruits
- Support Clinical Supervisors in the clinical use of their supervisee's assessment data to encourage coherent and appropriate formulations for each case
- Support Clinical Supervisors in the use of assessment and formulation data to monitor their supervisees' project outcomes, including appropriateness of duration of each intervention
- Reflect with supervisees on how to work with all aspects of difference in the therapy/supervision room increasing cultural competence and ensuring anti-oppressive practice

Provide effective line management for Clinical Supervisors

- Ensure that all administrative tasks are completed by direct reports, to include completion of supervision records
- Provide honest and constructive feedback and put in place strategies to address performance improvement where necessary through performance management processes
- Ensure all Clinical Supervisors are utilising their time effectively using a blended approach to deliver clinical supervision

Nurture and develop talent

- To ensure that all clinical staff in the Service Area are adequately supported through clinical training and supervision
- To work with Area Managers and Clinical Supervisors to develop a clinical training plan that supports individual and team development needs
- To promote career development and CPD for all clinical staff
- To deliver clinical training to staff and Counsellors on Placement as required
- To offer termly group training/meeting for clinical supervisors

GDPR

- Ensure that the Policies and Procedures in respect of GDPR are complied with and to contribute to any updating as required

Diversity & Inclusion

- A commitment to diversity and inclusion and equality of opportunity

Flexibility

The job description is a general outline of the job duties and responsibilities and may be amended as Place2Be develops. The post holder may be required to undertake other duties as may reasonably be required from time to time.



Person specification

Criteria	Criteria E = Essential D = Desirable	Measured by A = Application I = Interview
Qualifications and Professional Body Membership:		
Minimum Level 6 or equivalent clinical qualification and current membership of a relevant professional body (BPS, BACP, UKCP, HCPC, COSCA)	E	A
Level 6 Certificate or equivalent qualification in Clinical Supervision	E	A
Qualities:		
Highly organised	E	A
Supportive, energetic and passionate about Place2Be's mission and core values	E	A/I
Experience:		
Senior leadership and clinical experience in the field of children and young people's mental health services, ideally with experience of working with/in a school setting	E	A/I
Experience of specialist assessment, formulation and treatment of individuals with a range of psychological needs of a complex nature	E	A/I
Extensive experience of working as a clinical supervisor	E	A/I
Experience of proposing and implementing service development projects	D	A/I
Experience of managing and monitoring safeguarding disclosures and referrals and of handling risk	E	A/I
Experience of delivering a range of clinical learning modules, to qualified clinicians and large groups	E	A/I
Proven record of working dynamically with difference and diversity to bring about change	E	A/I
Experience of working collaboratively within multiagency settings and multidisciplinary environments	D	A
Experience of line management, including performance management and staff development	E	A/I
Experience of working in busy environments and juggling competing priorities	E	A/I
Knowledge and Skills:		
Understanding and applied use of assessment, formulation and clinical outcome measures to improve practice	E	A/I
Knowledge and understanding of a range of therapeutic approaches for working therapeutically with CYP	E	A/I
Understanding of both quantitative and qualitative research methodologies	D	A/I
Up to date with research developments in the field of Children and Young People's Mental Health	E	A/I



Clinical		
Demonstrates an ability to improve methods of clinical service delivery within the context of up to date research and emerging best practice in children and young people's mental health services and in line with clinical policies and procedures.	E	I
Ensures that clinical supervision is focused on clinical delivery, impact and outcomes, reviewing complex cases as well as exploring cases that have had positive outcomes in order to raise confidence within the clinical practitioners	E	A/I
Child Protection and Safeguarding		
In depth knowledge and understanding of local and statutory safeguarding processes and procedures	E	I
Able to manage all safeguarding and child protection cases in the service area appropriately	E	I
Stakeholder Engagement and Communications:		
Initiates, builds and maintains sustainable key stakeholder relationships internally and externally	E	A/I
Ability to compile coherent and accessible reports making use of clinical outcomes data	E	A/I
Consistently displays excellent language skills both oral and written	E	A/I
Experience of public speaking and delivering keynote presentations; media experience desirable	E	A/I
Is highly persuasive and can find ways to overcome conflict and challenges	E	A/I
IT:		
Demonstrates competency in using Microsoft Office, emails, cloud based technology and the internet (including video conferencing technology)	E	A/I
Able to create attractive and engaging reports and presentations	E	A/I
Diversity & Inclusion:		
A dedicated commitment to diversity and inclusion and equality of opportunity	E	A/I



Benefits

Place2Be has been making a positive impact on children's lives for over 25 years.

But we couldn't do this without our team of talented and motivated staff.

While working for Place2Be, you will receive a competitive benefits package, which includes:

- Enhanced Annual Leave entitlement
- Flexible working
- Learning and Development Programme
- Contributory Pension Scheme of 5%
- Life Assurance - 4x gross annual salary
- Employee Assistance Programme
- Cycle purchase and season ticket loan schemes
- Eye care vouchers
- Mobile phone discount with EE.

Family friendly practices

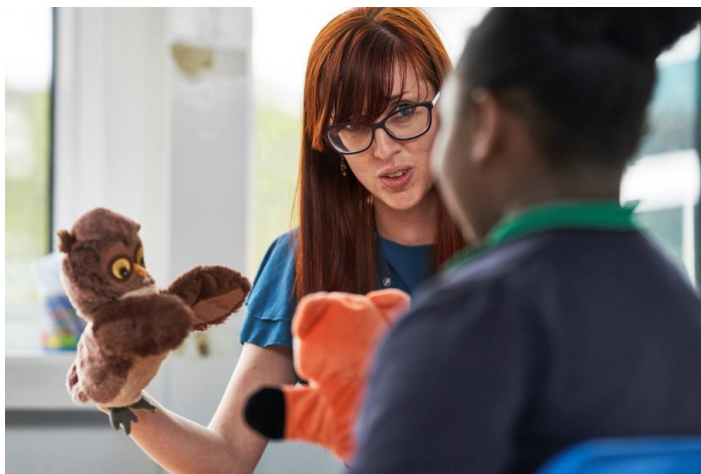
We offer flexible working arrangements to accommodate the needs of our staff. We also offer extended maternity/paternity pay after two years of service with us.

Professional development opportunities

A selection of training workshops are available for employees to support them in their roles and to assist them with their Continued Professional Development plan.

Career progression opportunities

Nearly half of our school-based staff started their journey with us as a Counsellor on Placement. Use our Career Pathway toolkit to see how you can develop in your career.



If you would welcome the opportunity to be considered for this position, please visit our [website](#) where you can submit your on-line application.

When applying please ensure you:

- Demonstrate your experience, skills, knowledge and attributes that you would bring to the role.
- Outline why you are interested in becoming our Regional Clinical Leads.

Please could you also let us know if you will require any special provision should you be called forward for interview.

Timetable

Activity	Date
Closing date for applications	Midnight Tuesday 27 th April
First stage interviews with Place2Be	Friday 7 th May 2021
Second stage interviews with the Place2Be	Tuesday 11 th May 2021

If you wish to have an informal discussion, have any queries on any aspect of the appointment process, or need additional information please contact:

Niki Cooper (Clinical Director)

niki.cooper@place2be.org.uk