



Job description for Clinical Supervisor

Job Title: Clinical Supervisor
Reporting to: Regional Clinical Lead
Hours: 0.6 FTE, 3 days per week per Area
Salary: London (Inside M25 corridor) £42K / outside London £40K. Pro Rata
Location: As appropriate across England, Scotland and Wales

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 600 primary and secondary schools, reaching a total school population of over 350,000 pupils.

Our teams provide a range of services in our partner schools to build resilience early in life through a range of universal and targeted interventions:

- Therapeutic and psychoeducational group work
- One to one counselling
- Brief structured one to one work
- Digital platforms in partnership with Healios, Kooth and SHOUT Crisis textline
- Parenting training and advice as well as one to one counselling for parents/carers
- Consultation with school staff

All of these support a child's ability to engage in school life and also support the mental health of the whole school community. Our work, focused on early intervention, is part of the 'comprehensive CAMHS system'.

Through our professional development programme, we are training c1200 Counsellors 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

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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.

Overall Purpose:

Each Place2Be Project is managed by an Area Manager with the support of a Clinical Supervisor who offers clinical supervision to clinical/mental health practitioners in that Area. The Clinical Supervisors are line managed and clinically supervised by the Regional Clinical Lead.

Key Responsibilities:

1. Delivery of Place2Be school-based mental health services

- Ensure high quality clinical practice to enable the delivery of an effective service for all Place2Be projects in the Area
- Establish positive and active relationships with all clinical staff and carry out quality and ethical clinical supervision in line with Place2Be's Supervision Policy and BACP guidelines
- Ongoing regular communication with the Area Manager for delivery of best in class service for both our partner schools and our workforce
- Support the Area Manager, where appropriate, in the establishment of effective working relationships and referral pathways with specialist services
- Make appropriate use of and attend regular clinical supervision and team meetings provided by the Regional Clinical Lead
- Ensure that the Policies and Procedures in respect of safeguarding and clinical practice are complied with
- Ensure that any safeguarding concerns raised within clinical supervision are documented and shared with the Area Manager who will monitor and review the case, in line with Place2Be Safeguarding Policies and Procedures
- Ongoing regular communication with the Area Manager for delivery of best in class service for both our partner schools and our workforce

2. Provide effective supervision for school based clinical staff

- Provide clinical supervision to clinical practitioners (both face to face and remotely) in accordance with Place2Be Supervision Policy
- Provide honest and constructive feedback and put in place strategies to address clinical performance improvement where necessary, in consultation with the Area Manager
- Support supervisees in the clinical use of assessment data to create coherent formulations for each case
- Support supervisees in the use of assessment and formulation data to monitor client progress and outcomes

- Reflect with supervisees on the standard of their assessment and formulation process ensuring this is in keeping with Place2Be policies and guidance
- Reflect with supervisees on how to work with all aspects of difference in the therapy room increasing cultural competence and ensuring anti-oppressive practice
- Review clinical timescales of pupils and parents accessing a one to one intervention in the light of data gathered, ensuring length of interventions is in keeping with clinical need
- Feed into Performance Management process for all supervisees through the Area Manager

3. Nurture and develop talent

- Support clinical staff development by identifying learning needs with each; nurture skills and talent to enable people to grow and develop
- Work with the Regional Clinical Lead to feed into a clinical training plan that supports individual and team development needs

4. GDPR

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

5. Values

- Live the Place2Be values of Perseverance, Integrity, Compassion and Creativity
- Ensure equal access to the Place2Be Service
- Be pro-active in promoting dialogue and support around issues of difference and discrimination

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

The person specification outlines the main criteria for the post and short listing will be based on the following criteria. Please ensure that your supporting statement clearly shows how you meet the criteria using experience gained either in paid or voluntary work.

Criteria	Criteria E= Essential D= Desirable	Measured by A=Application I=interview
Qualifications		
1. Minimum Level 6 or equivalent clinical qualification and current membership of a relevant professional body	E	A
2. Minimum Level 6 Certificate or equivalent in Clinical Supervision	E	A/I
Qualities		
3. Highly organised	E	A/I
4. Supportive, energetic and passionate about Place2Be's mission and core values	E	A/I
Experience		
5. Extensive post-qualification experience as a practising therapist/counsellor with children and young people in a school setting	E	A/I
6. Experience of offering clinical supervision to therapists for children and young people	E	A/I

7. Extensive experience of working with diverse communities and of reflecting with supervisees on how to work with all aspects of difference in the therapy room	E	A/I
8. Experience of managing safeguarding disclosures and referrals	E	
Knowledge and Skills		
9. Ability to create, develop and communicate a clear strategic vision of how you will provide the appropriate clinical supervision for the Clinical Practitioners	E	I
10. Willingness to challenge and question supervisee assumptions and explore alternative and creative solutions	E	I
11. Ability to communicate complex issues clearly and concisely	E	I
12. Clear understanding of how schools work in partnership with clinical practitioners and the importance of these relationships	D	I
13. Sound understanding and awareness of Place2Be's equality, diversity and inclusion policy and a personal commitment to equality of opportunity and anti – discriminatory practice in service delivery	E	A/I
Clinical		
14. Demonstrates an ability to improve methods of clinical and professional service delivery within the context of up to date research and emerging best practice in children and young people's mental health services.	D	I
15. A commitment to ongoing continued professional development	E	I
16. Knowledge and understanding of the importance of embedding Assessment and Formulation in clinical practice.	E	A
17. 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	I
Child protection and safeguarding		
18. Shows a clear understanding of safeguarding and child protection procedures and commitment to the safeguarding of children and vulnerable adults	E	I
19. Demonstrates an ability to manage all safeguarding and child protection cases in the area	E	I
Stakeholder Engagement and Communications:		

20. Projects a positive image of Place2Be when dealing with internal and external stakeholders in order to achieve high quality outcomes	E	I
21. Takes account of different cultural styles and values when working with stakeholders	E	I
22. Communicates effectively, both verbally and in writing	E	A/I
23. Demonstrates an ability to deliver confidently at meetings if and when required	E	I
IT		
24. Ensure clinical supervision templates are typed and uploaded onto HR system	E	I
25. Demonstrates competency in using Microsoft Office, emails, cloud based technology and the internet (including video conferencing technology)	E	A

