

# JOB DESCRIPTION AND PERSON SPECIFICATION

<b>Job Title:</b>	Eating Disorder Lead and Senior Family Therapist in North Bristol CAMHS
<b>Band:</b>	Band 8a
<b>Hours:</b>	22.5-37.5
<b>Base:</b>	Woodland View, Brentry, North Bristol
<b>Reports to:</b>	Clinical Service Manager for North Bristol CAMHS
<b>Professionally Accountable to:</b>	Professional Lead for Family Therapy, AWP CAMHS

## Job Summary

The post holder will lead on the assessment and treatment for young people presenting with an Eating Disorder who are under the care of the North Bristol CAMHS team, including interpreting referral data and ensuring robust clinic management. They will ensure that families receive interventions according to evidence-based NICE guidance and local pathways of care, both through direct work and by delivering caseload management and supervision to other staff.

They will also support the wider provision of systemic therapy, alongside the team's Family Therapy Lead, working with young people and families with a range of mental health presentations and needs.

This role involves significant multi-disciplinary working and liaison within the CAMHS team and with our partnership agencies, including acute hospital trusts, social care and schools, plus voluntary sector organisations such as Off the Record and Empire Fighting Chance. They will offer systemic consultation and training to other professionals (within and beyond CAMHS) as appropriate. They will also liaise effectively with referrers, stakeholders, local CAMHS and Adult Services and to work alongside teams to offer seamless service delivery across different teams and interfaces, such as acute hospital settings.

As Eating Disorder Lead, the post holder will also work closely with the wider AWP CAMHS Community Eating Disorder Service, including the Eating Disorder Home Treatment team, community NG feeding and Eating Disorder 'Hub'. They will actively contribute to the wider service aims of: supporting young people to remain at home as far as is practically possible; reducing rates of admission and length of stay to acute hospitals; and reducing the need for admissions to CAMHS General Adolescent Units (GAUs) and Specialist Eating Disorder Units (SEDUs).

The post holder will be a senior member of the team offering consultation and clinical supervision to other team members. They will also be part of the Team Leadership Group, working alongside the senior management team to support excellent leadership and governance within CAMHS, and have an active role in developing the service to become more effective and inclusive.

## Description of the duties

- To take the lead and supervise specific systemic interventions within a CAMHS team.
- To take the lead jointly in offering systemic interventions in accordance with the CCHP care pathways and according to NICE guidance.
- To liaise and work effectively with professionals within partnership agencies.
- To ensure that appropriate levels of clinical supervision are maintained and that clinical governance is of an excellent standard.
- To participate fully in the work of CAMHS, as well as participating in the referral and assessment process (Choice & Partnership Approach/i-thrive approach).
- To train others & offer supervised clinics for a variety of professionals.
- To lead on a local provision for Eating Disorders in order to meet the needs of those referred and to use resources creatively by co-working with partnership agencies.
- To work within all latest relevant clinical frameworks and guidelines including (but not limited to) NICE, Future in Mind, Eating Disorders Commissioning Guide etc.
- To exercise responsibility for the governance of systemic practice through contributing to the development of policy and procedures guiding its application in a local CAMHS setting.
- To apply a sound knowledge of safeguarding issues and child development to work with young people and families referred to CAMHS and identify when to refer to other agencies.
- As an experienced clinician, to use professional skills in on-going clinical evaluation, which will include the use of appropriate, CYP- IAPT measures.
- To monitor and evaluate progress through responding effectively to feedback from members of the client and professional system. This will include the use of appropriate CYP IAPT measures.
- To hold an appropriate caseload.

## General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

## Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

**Passion:** Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

**Respect:** Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

**Integrity:** Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

**Diversity:** Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

**Excellence:** Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

## AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

## Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

## Other Information

### CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

### VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

### INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

### NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

### DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with, and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

## **RISK MANAGEMENT**

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

## **SAFEGUARDING & DUTY OF CANDOUR**

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

## **STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'**

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

# PERSON SPECIFICATION

**JOB TITLE** Trainee Registered Nurse Learning Disability (RNLD)

Requirements	Essential	Desirable
<b>Education and Qualification</b>	<p>Professional postgraduate qualification in a mental health or social welfare discipline or agreed Association of Family Therapy (AFT) equivalent.</p> <p>Postgraduate qualification in family/systemic psychotherapy.</p> <p>Registration as a Systemic Psychotherapist with UKCP.</p> <p>Understanding of NICE guidance for treatment of Eating Disorders.</p>	<p>Specialist training in other therapeutic approaches.</p> <p>Qualification in systemic supervision.</p> <p>'Approved' clinical supervisor status.</p> <p>Qualified as IAPT supervisor or interested in becoming so.</p> <p>Experience of training in teaching Systemic Psychotherapy.</p> <p>Knowledge of excel and interpreting complex referral data</p>
<b>Experience and Knowledge</b>	<p>Substantial practice in relevant first profession.</p> <p>Substantial experience of working as a family and systemic psychotherapist within CAMHS.</p> <p>Experience of working within specialist Eating Disorder treatment.</p> <p>Experience of the application of psychological therapies in different cultural contexts.</p> <p>Experience of working with a Multi-disciplinary Team</p> <p>Experience of supervising staff in Systemic approaches.</p> <p>Experience of teaching and training Systemic/Family Therapy theory and skills to other professional and non-professional groups.</p>	<p>Experience of working with children and families.</p> <p>Significant experience in working in the treatment of Eating Disorders.</p> <p>Experience of designing and implementing audit and research projects.</p> <p>Experience of working within a multicultural framework.</p>

	<p>Experience of maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p>	
<p><b>Skills and Abilities</b></p>	<p>Skills in the use of methods of Systemic Psychotherapy/Family based assessment, intervention and management frequently requiring sustained and intense concentration.</p> <p>High level of relationship and communication skills to work with clients, families and/or professionals where the atmosphere might be highly emotive with clients and families expressing anger and hostility.</p> <p>Knowledge of the CAPA approach.</p> <p>Well developed skills in the ability to comprehend and communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information. Adjusting communication based upon the setting or audience, including complex highly emotive situations and those with significantly impaired communication capacities.</p> <p>Ability to liaise with and utilise analytical skills to manage complex professional meetings, networks and processes in relation to individuals and families.</p> <p>Knowledge of and skill in using a variety of approaches and methods within systemic practice (i.e. social constructionist, narrative, solution focused, etc.) as required to work with individuals, couples, family systems, groups and organisations.</p> <p>Skills in both live and indirect supervision of systemic psychotherapists and/or multidisciplinary colleagues.</p> <p>Ability to provide ongoing treatment in complex, often unstable and frequently changing circumstances.</p>	<p>Knowledge of the theory and practice of Systemic Psychotherapy/Family therapy in specific difficult to treat groups (e.g. personality disorder, eating disorders, dual diagnosis etc.).</p> <p>Adequate keyboard skills and understanding of IT packages.</p> <p>Knowledge of the i-Thrive model.</p> <p>Skills in providing advanced level systemic/ Family Therapy training and supervision to other professionals.</p> <p>Knowledge of leadership styles and theory.</p>

	<p>Skills in providing systemic/Family Therapy consultation, teaching and training to other professional and non-professional groups.</p> <p>Ability to teach and train others, using a variety of complex multi-media materials suitable for presentations within public, professional and academic settings.</p> <p>Knowledge of other modalities (i.e. psychoanalytic, medical, behavioural, etc.) sufficient to engage appropriately with colleagues and their work with clients.</p> <p>Knowledge of legislation and its implications for both clinical practice and professional management in relation to mental health and the full range of client groups.</p> <p>Evidence of continuing Professional Development as required by UKCP/AFT guidelines.</p> <p>Knowledge of ethical practice including remaining mindful of issues of power and diversity and to work in a way that is sensitive to clients' cultural backgrounds.</p> <p>Knowledge and skills of risk management and ability to perform a clinical risk assessment.</p> <p>Must be capable of taking substantial professional responsibility and acting autonomously in respect of clinical decisions in the area of specialist practice.</p> <p>Knowledge and application of standardised assessments and outcome measures.</p>	
<p><b>Other Requirements</b></p>	<p>Ability to withstand high levels of emotionally charged situations.</p> <p>Ability to contain and work with organisational stress and ability to "hold" the stress of others.</p> <p>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behaviour.</p>	<p>Demonstrate ability to support the development of the profession through participation in professional bodies and activities e.g. National Assessors/AFT Branch/Research Committee, etc.</p>

	<p>Accountable for own professional actions within professional ethics and trust policy.</p> <p>Ability to understand and implement the Trust's Equal Opportunities Policy at a level appropriate to the job.</p> <p>Declared medically fit by the Occupational Health Dept. to the duties of the post.</p>	
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**Date Job Description and Person Specification agreed: 02/04/2024**