

East Anglia Children's Hospices - EACH

Job Description



Job Title: Locality Wellbeing Lead

Responsible to: Head of Wellbeing and Spiritual Care

Directorate: Care

Job Summary:

Line manage and appraise members of the wellbeing team.

Provision of clinical practice leadership and co-ordination for emotional health and wellbeing service provision within a hospice locality to support the development and implementation of a model of working underpinned by systemic thinking.

Provision of specialist level clinical practice, assessments and delivery of evidence informed therapeutic interventions for a small caseload within own sphere of professional practice.

Responsibilities

- To provide clinical leadership and co-ordination for emotional health and wellbeing service provision within a locality, across teams and disciplines, including both universal and targeted services, recognising that the emotional health and wellbeing of service users forms a core part of every staff members job role.
- Line manage and appraise members of the wellbeing team.
- To develop the network approach in the locality by developing relationships with other statutory and voluntary agencies and professionals to ensure that EACH is knowledgeable about services available to families and how they would meet identified needs and to minimise the risk of duplication.
- To provide leadership in close collaboration with the EACH Service Managers & Matron across a locality to support the implementation of a model of working underpinned by systemic thinking and promote a learning culture.

- To ensure practitioners who provide wellbeing interventions are working in a way which is safe, evidence informed and in line with EACH's model.
- To facilitate reflective team discussions/learning promoting a high level of systemic thinking.
- To develop resilience and maintain effective working relationships with and amongst the multi-professional team throughout EACH. To ensure that practitioners who provide wellbeing interventions are working in a way which is safe, evidence informed and in line with EACH's model.
- To co-lead the locality multi-professional meetings with the Service Manager and Matron providing clinical leadership on all aspects of service users' emotional health and wellbeing. This includes enabling a joined up approach with other professionals in EACH and in other agencies across the network with regards to safeguarding and risk management.
- To ensure the assessment and monitoring of risk across one locality and including use of appropriate risk management plans in relation to individual service users and provide advice to other professions on psychological aspects of risk assessment and risk management.
- To provide specialist clinical practice assessments and deliver evidence informed therapeutic interventions (within own sphere of professional practice) for a small case load of families/individuals that need this level of intervention.
- To maintain clinical records using the SystmOne electronic records system in accordance with best practice guidance.
- To provide advice and act as a resource to care team staff within a locality.
- To provide clinical supervision to multi-professional staff in line with EACH policy.
- To enable staff to develop formulations and plan, review, modify and adapt interventions, drawing on a range of theoretical and therapeutic models and evidence informed practice. To monitor clinical effectiveness, best practice and outcomes.
- To participate in multi-professional meetings in EACH and with other agencies across the network relating to children, young people and their families providing advice, support and clinical leadership in relation to services users' emotional health and wellbeing and staff wellbeing.
- To take a lead role for a specific area of practice such as bereavement, working with neonates and their families, individual or group universal or targeted level approaches to support, contributing to service developments and implementation in this area, including gathering outcome data.
- Provide reports for internal and external meetings and committees when required.
- To identify and take opportunities to deliver education and training within the locality and EACH as a whole, to help enhance emotional health and wellbeing knowledge, skills and confidence.
- Ensure effective referral to statutory mental health services within the local network.
- To be responsible for your own on-going practice development and lifelong learning by adopting a reflective approach to personal practice; participating in appraisal, clinical and safeguarding supervision, reflective practice, education and training.
- To participate in EACH's quality and assurance initiatives.

This job description is not exhaustive and may be amended as necessary. It is intended as a guide to the duties and responsibilities of the post.

General requirements

- Maintain confidentiality in all areas of work at EACH.
- Ensure the respect, dignity and rights to privacy of children, young people and their families as far as possible.
- Promote the safeguarding and welfare of children, young people and adults at risk.
- Ensure personal conduct within and outside EACH does not conflict with professional expectations.
- Actively support and promote EACH and all its policies and procedures.
- Take responsibility for their continuing professional development.
- Attend staff meetings and training as required.
- Ensure an awareness and observation of Fire and Health and Safety Regulations.
- Participate in supervision sessions and appraisals with the line manager

EACH - Values

Empathy and understanding

Understanding the view and feelings of others is central to our work relationships and how we interact daily

Commitment to quality

We consistently employ our best efforts and strive for the highest standards in everything that we do, always looking for ways to improve

Open and respectful

We operate in an honest and participative way. Welcoming constructive feedback and different views, we understand the power of words and behaviour and hold ourselves accountable for maintaining a positive and considerate work environment

Make it happen

We are empowered to and take responsibility for getting things done

Additional Points of Reference

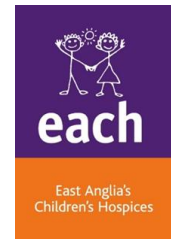
This job description reflects the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and is subject to amendment in consultation with the post holder.

The management and clinical philosophy of EACH is based on a multi-disciplinary approach. Staff regardless of grade or discipline are required to participate according to this concept. All staff must be sympathetic to, and able to project the philosophy and concept of hospice care.

The role of volunteers is integral with the work of EACH, and paid staff are required to underpin this in their attitude and actions.

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Person Specification



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	Essential	Desirable
Knowledge/ Training	<ul style="list-style-type: none"> ● Professional knowledge acquired through degree or diploma or other professional training relevant to field of practice, alongside significant post qualification study. Professional qualification to work therapeutically with adults, children and young people. ● Evidence of registration with the professional body relevant to the practitioner's field of practice for example BACP, UKCP, BPS, HCPC ● Knowledge of clinical governance & the ability to ensure that practice is clinically effective ● Up to date knowledge of the law and regulatory requirements which underpin best practice in safeguarding children and adults at risk. ● Knowledge of models of bereavement and evidence base for approaches to supporting bereaved families. 	<ul style="list-style-type: none"> ● Evidence of highly developed specialist children's palliative care knowledge underpinned by theory and experience ● Knowledge or training in specific solution focused models of working e.g., brief interventions or appreciative enquiry models of working ● Up to date knowledge of National guidelines and developments in the field of emotional health and wellbeing. ● Dual qualification which includes Family Therapy ● Systemic Training ● Clinical supervision training
Experience	<ul style="list-style-type: none"> ● Demonstrated experience of working with families and CYP with mental health needs including for example grief and loss, post-traumatic stress, palliative care or bereavement ● Experience of working in a multi-disciplinary team ● Evidence of facilitating multi-professional systemic consultations ● Evidence of leadership skills, 	<ul style="list-style-type: none"> ● Experience of lone working. ● Experience of providing line management and appraisal ● Experience of delivering therapeutic groups ● Experience of working within a multicultural framework

	<p>motivation and development of people</p> <ul style="list-style-type: none"> ● Experience of providing clinical supervision using a systemic approach 	
<p>Skills & Abilities</p>	<ul style="list-style-type: none"> ● Highly developed communication and listening skills with ability to articulate ideas clearly ● Ability to communicate, in a highly skilled and sensitive manner, to clients, family carers and others as appropriate, information that may be contentious or highly distressing concerning the assessment, formulation and treatment plans of clients under their care. ● Able to develop and maintain relationships across agencies ● Able to provide specialist assessment and interventions (within sphere of professional education and training) to children, young people and their families to include analysis, interpretation and formulation within relevant Codes of Practice utilising a range of therapeutic interventions, and standardised measures. ● Able to provide specialist advice to other professionals ● Able to implement policies and propose policy change/ service development ● Able to monitor clinical effectiveness ● Has a demonstrable personal resilience and a solution focused approach ● Able to share skills with others through teaching or consultation. ● Able to deliver training initiatives in own area of expertise ● Able to provide others with clear purpose and direction in delivering a high quality, outcomes based, 	

	<p>service (clinical leadership).</p> <ul style="list-style-type: none"> ● Able to identify problem areas within the service and contribute to possible solutions. ● Able to collect and use data to provide information on service outcomes ● Able to adopt a collaborative and participative approach to achieve successful multi-professional team and partnership working ● Able to identify relevant research based information as part of evidence informed practice ● Able to demonstrate a flexible attitude and approach to the changing work environment ● Proven commitment to equality and diversity, to ensure all staff and service users have access to an environment that is open and free from discrimination 	
<p>Other Requirements</p>	<ul style="list-style-type: none"> ● Must have full UK driver's licence and own transport ● Evidence of commitment to own continuing professional development 	