

Clinical Lead Vacancy

Candidate Pack



Do you support our vision that all babies have a sensitive, nurturing relationship?

Do you have the clinical skills and passion to inspire and drive forward the work of our multi-disciplinary team of practitioners?

You could be the person we are looking for!

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Silver
Until 2021



Children North East – How We Make A Difference

Children North East exists because growing up can be hard. We work with babies, children and young people through the rollercoaster of growing up in their families, schools and communities.

For 130 years we have been working with children and young people in their families, schools and communities to ensure they grow up healthy and happy. Our support services focus on those periods in growing up when a little help can make a big difference to a child’s life and future. They are also the periods where if things go wrong they are likely to have a far-reaching detrimental effect on the child.

In 2019/2020 we supported 3,921 babies, children and young people; we also improved the school day experience for 31,124 children and young people in schools where we delivered our Poverty Proofing the School Day Programme.

As an organisation we have been recognised locally and nationally for the effective support we offer children, young people and families and the positive difference we help them to make in their lives. With over 70 staff working full and part time for us and over 100 volunteers, their wellbeing and development is at the heart of how we run the charity.



Our Organisation; the Past, Present and Future

Where we began:

We have been helping children and young people grow up healthy and happy since 1891. Originally called the Poor Children’s Holiday Association (PCHA), our purpose was to offer support to the poor children who lived in Newcastle and Gateshead to give them a ‘hand up, not a hand out’, an ethos we continue to pursue.



Our founders, local men John H. Watson, Cashier to Newcastle Corporation, and John T. Lunn, a Ship-owners Manager (both pictured above), were concerned about the health of poor children living in the Newcastle slums. In 1891, Lunn wrote an open letter in the newspaper to Watson, making a practical suggestion on how to help: “... Are there any street lads in your Mission to whom a day at the seaside would be a treat? If so, we might organise a trip”. Following this letter, 120 children from inner city Newcastle & Gateshead had a day trip to Tynemouth. The idea caught the public’s imagination and very soon weekly trips were being organised, paid for through public donations.

Very quickly the charity was organising longer holidays for sickly children to stay with farming families. The PCHA set up clubs for street children including food, fun and education; and a night shelter for homeless children. The charity also offered training and work to give street children hope and a future. In 1906 the PCHA opened the first TB Sanatorium for children in England at Stannington, Northumberland which ran until World War II. For most of the 20th Century the charity owned and managed nine children’s homes, the last of which closed in 1991. The charity was renamed Children North East in 1988 and since then has focused on supporting children in their families, schools and communities and challenging social policy.

Where we are now:

We currently offer 28 different services for children, young people, families and schools mainly in Newcastle, Gateshead, Sunderland, and South East Northumberland with smaller presences in every part of the region. Our Poverty Proofing the School Day initiative is delivered through licences with organisations across England and our campaigning on free school meals money and holiday hunger has national significance. We are increasingly offering free advice on our website for young people and parents.

At the heart of everything we do is an ethos of flexible, collaborative relationships with service users, building on strengths, finding solutions and giving honest feedback. We don’t give up but we don’t support people indefinitely, ending our involvement when service users are more resilient to cope in future by solving problems themselves.



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Children North East has an annual turnover of £2 million and employs over 70 staff. We hold the Silver Investing in People award, Investing in Volunteers and we are a Living Wage Foundation employer. 40% of our income comes from contracts with Government, Local Authorities, Clinical Commissioning Groups and the Police and Crime Commissioner; we also commission our own services through grant applications and raise money through donations. We are fortunate to have long term support from People's Postcode Lottery. We also sell services and manage the financial risk of this through our trading subsidiary.

Children North East is governed by a Board of Trustees. They are active, well informed and committed to increasing the impact the charity has for the beneficiaries and securing future finance in innovative ways.

Where We Are Going:

We are currently in the process of writing our strategy and long term plan to take us into 2021 and beyond. We're excited to share this with you as and when it's ready but we're confident in our direction going forward. Our aims are to continue to grow and stretch as an organisation and to be able to support more families, babies and young people within our region, and nationally with our poverty proofing project. Whatever we go on to do in the future it will always be with the aim of supporting North East children and young people to grow up healthy and happy because growing up can be hard.

Our Values:

Here at Children North East we are very proud of our Values, especially as they were shaped by our staff members. They are:

Equality - We treat people with dignity and kindness and we embrace individuality

Empowerment - We initiate, encourage and motivate and we give people a hand-up, not just a hand-out

Building Relationships - We work together to make a difference. We are reliable, open and transparent and we listen

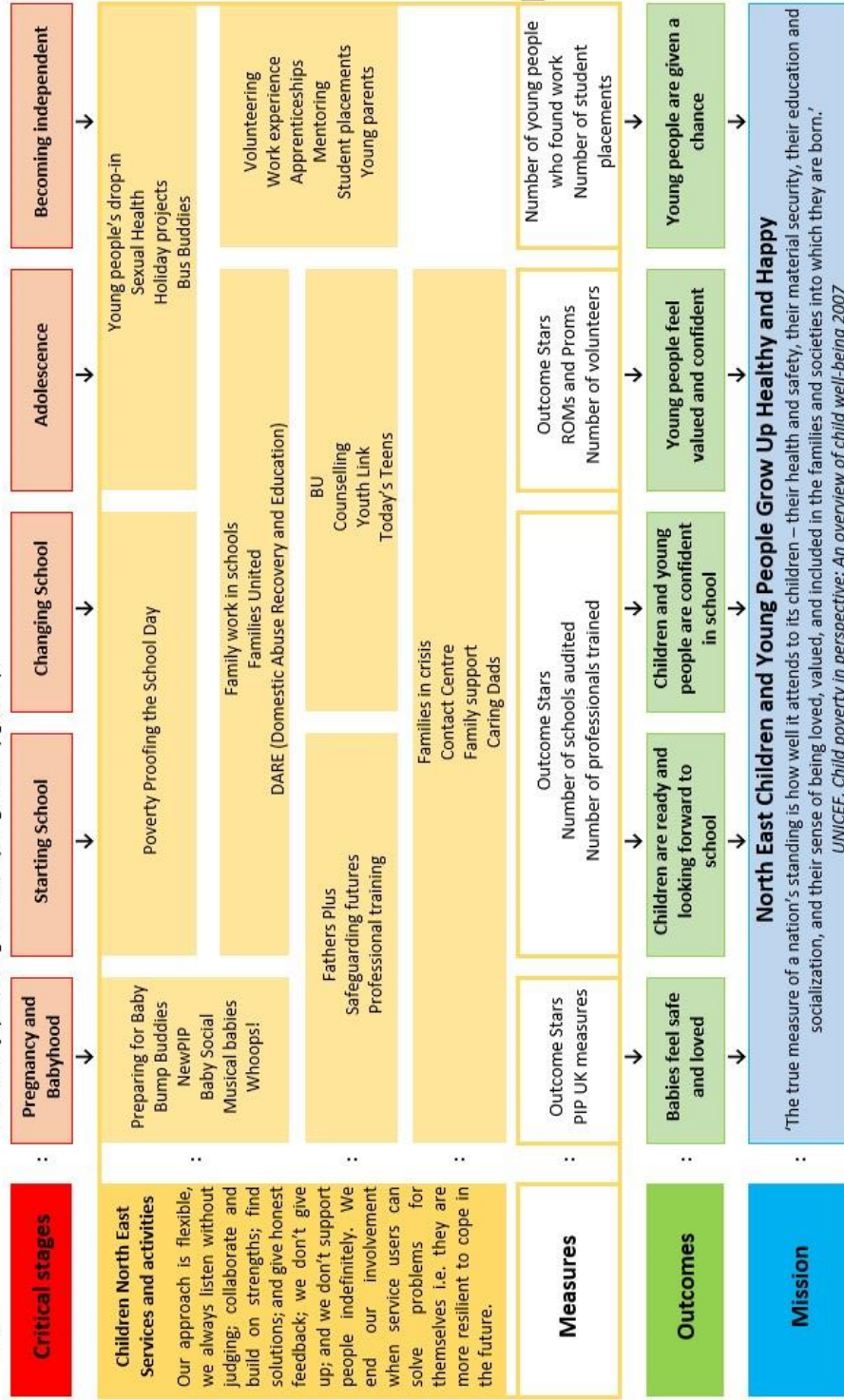
What We Do:

Below is a graphic that helps to explain exactly what we do as an organisation. It shows our measures, outcome and mission.





Growing Up The United Nations Convention on the Rights of the Child (to which the UK is a signatory) gives children the right to health, education, safety, play, family life, protection from harm, and support when things go wrong. Children North East's role is to ensure that all children enjoy those rights at every stage as they grow up.



UNICEF, *Child poverty in perspective: An overview of child well-being 2007*



Because growing up can be hard



Silver Until 2021



Clinical Lead Vacancy

Purpose of the Role

- To manage the day to day planning, delivery, recording, monitoring and evaluation of service activities in line with Children North East policy, service procedures and legal requirements.
- To provide clinical leadership across the team which ensures that the NEWPIP service is provided to the highest clinical standards.
- To work closely with the Early Years Team Manager to ensure that the NEWPIP service meets targets and complies with internal and external policies, procedures and clinical standards.
- To maintain and develop external and internal relationships to promote and embed the NEWPIP service.
- This post will hold an appropriate sized caseload.

Line Management Responsibilities

- This position is accountable to the Early Years Team Manager.

Main Responsibilities

General:

- To support the Early Years Team Manager with service development, ensuring the NEWPIP service is embedded in local pathways.
- To maintain and develop relationships with external partners to meet the needs of babies and their parents/carers.
- To champion the importance of early relationships for babies.
- To link directly with other statutory and voluntary organisations in order to contribute to the common ambition to improve parent infant relationships.



- To ensure babies rights are valued and respected, making sure they inform and influence decision making that brings about change.
- To work with the Early Years Team Manager in the recruitment and selection of clinical and nonclinical staff within NEWPIP.
- To maintain accurate and confidential records in respect of babies and parents/carers involved in NEWPIP.
- To work with the Early Years Team Manager to ensure monitoring and evaluation of service delivery and outcomes for babies is in line with agreed outputs and outcomes.
- To champion diversity and equality, proactively implementing initiatives which secure equality of access.
- To work with the Early Years Team Manager to produce appropriate project reports, monitoring and evaluation information directly related to identified targets.
- To develop good working relationships between NEWPIP and other staff at Children North East.
- To follow Children North East’s safeguarding policy and procedures so as to ensure the wellbeing and safety of babies and parents / carers.
- To work within the policies and procedures of Children North East.
- To update CPD as appropriate to enhance performance.
- To promote and publicise the work of Children North East to families, professionals, media and the local community.

Clinical:

- To coordinate and develop the day to day clinical delivery of parent infant therapy, ensuring the interventions available through the clinical team are responsive to family needs and are in line with ethical standards.
- To oversee and manage systems for clinical audit which includes ensuring the completion and recording of clinical outcome measures.



- To be the first point of contact for clinical advice and enquiries.
- To hold and provide therapeutic interventions to an appropriate caseload of families.
- To take the lead in revising, updating, and writing of new clinical policies and codes of practice to ensure all team members are working to necessary ethical and legal standards.

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- To work with partners to identify, develop and deliver workforce consultation and training focussing on parent infant relationships.
- To develop effective relationships with external clinical services and partners in order to grow and develop the service.
- To identify and lead on relevant clinical research opportunities.
- To assist the Early Years Team Manager to promote a positive culture of safeguarding babies, children, young people, and adults.
- To assist the Early Years Team Manager in overseeing the health and safety of the team members, including lone working and risk assessment.
- To work alongside the Early Years Team Manager to monitor the balance between therapist capacity and client demand and keep client waiting times to acceptable levels.
- To ensure the quality of clinical provision to babies and parents/carers and to take responsibility for client feedback, ensuring comments are reviewed and acted on as appropriate.
- To work with the Early Years team manager to address any complaints in relation to clinical services.

Experience, Knowledge and Skills

Essential:

- At least four years' post-qualification experience.
- Evidence of significant clinical work with parents and babies.



- Evidence of providing clinical and model-specific supervision that is reflective, restorative and formative.
- Ability to work with a wide range of people including babies, children, young people, parents, local authorities and other stakeholders including funders.
- Trained as a clinical psychologist or a child/parent-infant psychotherapist and registered with a relevant professional body.
- Evidence of continuing post qualification career professional development.
- Appreciative of the variety of approaches available for parent-infant relationships and highly skilled in at least one.
- Evidence of Infant Observation training.
- Understanding of National policy, strategy and developments in the field of parent infant work, child development, assessment, parenting, early help and early learning.
- Understanding of Legislation, statutory guidance, standards and procedures in relation to babies and parents including Working Together to Safeguard Children, Children Act, Marmot, 1001 Critical Days Manifesto, and Data Protection Act.
- Up to date knowledge of evidence based interventions.
- Knowledge of assessment processes and identification of need.
- Knowledge of lead professional roles and accountabilities.
- Understand the concepts of 'outcomes', clinical impact measurement and quality assurance.
- Able to develop and embed services and practice at an operational level ensuring high quality delivery, and introduce innovative service models effectively.
- Able to convey psychodynamic/psychoanalytic concepts in everyday language and offer informed advice, guidance and consultation to other professionals and non-professionals.
- Able to deliver a psychodynamic service alongside the systemic approaches used in early intervention.



- Able to build partnership approaches that develop joint responsibility while retaining individual accountability and risk management.
- Able to transform relationships with partners and improve resilience and autonomy working with babies and families.
- Able to evaluate evidence based approaches and programmes to ensure best value.
- Able to think, plan and manage systemically as well as operationally.
- Able to produce high-quality, analytical and evidence reports.
- Able to develop engagement strategies that embrace babies, parents and other stakeholders and result in improved outcomes for children.
- Able to work in a challenging and changing environment.
- Share the behaviours/values/aims/objectives of Children North East.
- Able to work flexibly to meet the requirements of the post.
- Commitment to own development in the post; including willingness to undertake further training as required.
- Strong commitment to achieving equality of opportunity for service users and staff in the NEWPIP service.
- Current driving licence/ability to meet the travel requirements of the post.

Desirable:

- Evidence of developing and delivering training programmes.
- Experience of leading a team and managing a clinical service.
- Change management or project management methodologies experience.
- Able to manage operational change effectively.
- Able to manage in a service dealing with high risk and high complexity.
- Able to embed effective outcomes based quality assurance frameworks.



Personal Qualities

- A great advocate of the charity, someone with the ability to promote Children North East by being the public face of the charity.
- Excellent interpersonal skills to build relationships with a very wide range of people.
- A rapid learner so as to quickly understand the nature of the charity, its services and aims.
- A creative, flexible and strategic thinker
- High levels of resilience
- A relationship builder with high levels of emotional intelligence
- Authentic and passionate about the cause



Health & Safety Roles & Responsibilities:

Employees/sessional workers have a statutory duty to take reasonable care of themselves and others who may be affected by their acts or omissions at work. Employees/sessional workers must also comply with Children North East's health and safety arrangements.

Additional Duties:

It is in the nature of the work of Children North East that tasks and responsibilities are in many circumstances unpredictable and varied. All staff and sessional workers are therefore expected to undertake work which may not be specifically covered in the job description. These additional duties will be compatible with the regular tasks and duties.



Reward, benefits, terms and conditions

- Salary:** £46,308 to £56,106 per annum (scale points 50 to 57). Please note that appointments are usually made with a salary offer starting at the lower end of the scale.
- Hours:** A normal working week is 21 hours. Due to the varied nature of the duties, a flexible approach will be required and may include evenings and weekends. Time off in lieu may be taken following agreement of the line manager. We are very proud to be a flexible employer and therefore part time applicants, job shares and term time only applications are very welcome. Please feel free to discuss any flexible working requests at interview.
- Place of work:** This post is based at Children North East Families and Parenting Service, Cowgate Community Centre, Cowgate, Newcastle, NE5 3UT
- Length of Contract:** This role is temporary until 30th March 2022. Although the post is initially until March 2022, this is an exciting opportunity for the right person with passion and drive to lead the NEWPIP service into a new phase and to shape and influence parent infant work across the region.
- Holiday entitlement:** 30 days a year plus statutory and general national holidays. This is pro-rated for part time staff
- Probationary Period:** There is a 3 months probationary period for this position
- Period of notice:** Three months' notice from either the employee or the organisation is required.
- Parental Benefits:** There is an occupational maternity pay scheme for staff who have 12 months continuous service and we offer 2 weeks partner/paternity leave at full pay. We also offer an occupational adoption pay scheme for staff who have 12 months continuous service. Staff members who are due to go on maternity/paternity/adoption leave are entitled to attend Children North East WHOOPS child safety training and paediatric first aid training. This training relates to home safety and emergency first aid.
- Sick Pay:** There is an occupational sick pay scheme at Children North East
- Pension Scheme:** There is a staff pension scheme in which the organisation also contributes 7.25% of staff members' salary
- Health Care:** All staff members who are contracted over a ten month period are entitled to join the organisations private health care scheme.



Saving Scheme: A saving scheme is available so that staff can choose to save part of their salary. This is then paid back to staff on request.

Bus Passes: The cost of an annual bus pass used for a member of staff's work can be paid in 12 monthly amounts, deducted from their salary.



Application Form

To apply, please visit the “Our Vacancies” section of our website at www.children-ne.org.uk

Please note CVs will not be accepted.

We welcome a diverse range of applications and are passionate about promoting equality, and valuing diversity. We welcome applications from all suitable qualified persons particularly black, Asian and minority ethnic applicants, as these groups are currently under represented in our workforce.

Closing date

12pm Monday 30th August 2021

Interview date

TBC w/c 6th September 2021

Contact

Please contact Human Resources if you have any questions regarding the role via sarah.peart@childrenne.org.uk

