

# Job Description – Clinical and Wellbeing Locality Lead

- Job Title:** Clinical and Wellbeing Locality Lead
- Location:** The post is located within a geographical locality and the post holder is required to ensure their role delivery and activity meets the agreed expectations of the Regional Head of Children’s Wellbeing and Clinical Services
- Reports to:** Regional Head of Children’s Wellbeing and Clinical Services

## OFG Wellbeing Strategy

The Wellbeing Strategy embeds a culture of positive wellbeing for all staff throughout the Outcomes First Group care, education and fostering services. The strategy uses the image of a rainbow to highlight the different wellbeing responsibilities throughout all the OFG job roles and specifically defines clinical input into universal, enhanced and specialist domains.

The Wellbeing Rainbow ensures that the needs of the children and young people who live and learn with OFG are met, whilst supporting the staff teams and foster carers with clinical advice, training and reflective practice. The Wellbeing Rainbow recognises the strength of inter-disciplinary working and our robust system of clinical governance ensures that all the clinical assessments and interventions are informed by the most current research theory and evidence base.



## Job Purpose:

The Clinical and Wellbeing Locality Lead is a specialised combined leadership, management and clinical practice role, covering multiple sites in a geographical locality across care, education and appropriate fostering. The needs of the young people are varied; some young people are on the autistic spectrum, and other young people have suffered complex and developmental trauma. Often needs are complex and the settings require a systemic and formulation based approach.

The role holder will have delegated line management responsibility for members of the designated Clinical and Wellbeing team.

Co-ordinating the delivery of an integrated and effective service as agreed with the Regional Head of Children’s Wellbeing and Clinical Services / Regional Directors, Head of Services and other key stakeholders.

# Job Description – Clinical and Wellbeing Locality Lead

They will represent the Clinical and Wellbeing Team within operational and developmental forums as required.

---

## Key Stakeholders:

### Internal

- Regional Heads of Children’s Wellbeing and Clinical Services and SMT
- Regional Directors / Heads of Service / Heads of Care
- Staff within locality hubs
- Central Office Staff

### External:

- The Relatives, advocates and others of the children, young people and young adults we support
- The children, young people and young adults we support
- Placing Authorities and Service Providers
- Registration, Regulatory and Inspection bodies
- Local Services – Statutory, Voluntary and Community
- Neighbours

## Key Responsibilities:

### Key Objectives

- Lead and support the development and implementation of the group’s integrated wellbeing rainbow model, therapeutic practice model and management of universal, enhanced and specialist services
- Ensure all wellbeing and therapeutic services are delivered to the highest possible standard; in line with appropriate governing bodies & quality assurance processes, and to lead on clinical governance
- Line manage and supervise a team of wellbeing and therapeutic professionals
- Co-ordinate training & team consultation to embed the group’s therapeutic practice model developing the skills of front line staff
- Manage and monitor universal, enhanced and specialist services / assessments for young people e.g. Educational Psych. Assessments, CBT, and Play Therapy. In line with EHCP’s / LAC Care Plans & commissioned services including case management oversight
- Manage budgets related to wellbeing and clinical services to ensure best value
- To monitor and measure impact of these services in relation to outcomes for young people and service related outcomes
- Ensure all services receive the required level of support and input to meet the needs of the children and young people and support front line / supervisory staff
- To lead and support a formulation driven and systemic way of working, taking into account the needs of the young people, staff and services

## Job Description – Clinical and Wellbeing Locality Lead

### Key Activities

- To work with service leads ensuring that wellbeing and clinical services work effectively across all services
- To work and report to the Regional Head of Children’s Wellbeing and Clinical Services in respect of working to the groups strategic direction, resource management and quality assurance processes, being guided by clinical governance and Key Performance Indicators.
- To plan and structure team resources to provide consistent guidance and support to front line staff in the development of therapeutic approaches in line with the groups practice model
- To plan and structure team resources so that feedback, support and guidance are available formally and informally to all front line staff to help them, understand behaviour and the impact of trauma and neuro-diversity. For example, through consultation, reflective practice, education planning meetings, 1:1 supervisions, etc.
- To manage and co-ordinate the delivery of specialist training relating to the therapeutic practice model; improving and developing the skills of front-line / supervisory staff to respond and work with complex needs and the impact of trauma
- To manage and co-ordinate the delivery of additional specialist training as required by local service leads e.g. self-injurious behaviour, sexually harmful behaviour
- To manage and co-ordinate the completion of appropriate assessments, which then inform the therapeutic services that will be delivered in line with EHCP’s, Care Plans etc.
- To ensure a full team approach to participation in care and education planning as required
- To monitor, measure and evidence outcomes for young people as a result of planned wellbeing and clinical services / interventions
- Help local authorities understand commissioned services in line with integrated wellbeing rainbow model, practice models and universal, enhanced and specialist interventions delivered; evidencing impact, outcomes and value for money
- To be an integral part of the referrals and admissions process to enable a fully informed clinical understanding of need to support the overall referral decision-making process
- To attend meetings as required in line with the role, both face to face as well as virtually as appropriate
- To maintain an appropriate caseload of young people where appropriate
- To keep abreast of current theory and practice and undertake ongoing professional training and research in line with relevant government body requirement as evidenced by a contemporaneous CPD log.
- To maintain good relationships with, and up-to-date knowledge of, local authorities and statutory bodies and regulations

### Standard Responsibilities

- To consistently act and behave in line with the organisation’s vision, mission, values and Code of conduct, role modelling, coaching and mentoring in this regard
- Any other reasonable duties commensurate within the post as requested by the Regional Head of Wellbeing and Clinical Services, Regional Director or Executive Team
- Work within deadlines and respond in a flexible way to the changing demands of the provision
- Work within the provisions of the Data Protection Act / GDPR, observing strict confidentiality in relation to all aspects of work undertaken
- Respond sensitively and professionally in supporting and maintaining good relationships with colleagues and all contacts who work in partnership with the Group
- To be aware of and work within the Company’s health and safety policies, relating to the working environment and building security, reporting any issues promptly to the facilities team

## Job Description – Clinical and Wellbeing Locality Lead

- To be aware of equal opportunities issues and to work positively towards anti-discriminatory and anti-racist practice
- Develop personal skills and capability through on-going training as provided internally by the company or externally subject to Company approval and as agreed with the Regional Head of Children’s Clinical Services.
- Safeguarding is everybody’s business. The welfare and safeguarding of children and young people should be of paramount consideration, whatever your role or level of responsibility is within the organisation. All employees, panel members, independent workers and volunteers are required to ensure compliance with the company’s guidance and policy on safeguarding and are required to attend Safeguarding training appropriate to their level of responsibility

### Managing own Performance and Development

- Being aware of and complying with policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, and reporting all concerns to an appropriate designated person
- Contributing to the overall ethos/work/aims of the company
- Appreciating and supporting the role of other professionals
- Attending relevant meetings as required
- Participating in training and performance management as required
- To engage in annual Performance Appraisal and Development Reviews
- Achieve challenging professional goals
- Take responsibility for your own professional development

### Health and Wellbeing

- Be aware of the current legal requirements, national policies and guidance on the safeguarding and promotion of the wellbeing of children and young people
- Know how to identify potential abuse or neglect and follow safeguarding procedures
- Know how to identify and support children and young adults whose progress, development or wellbeing is affected by changes or difficulties in their personal circumstances, and when to refer them to colleagues for specialist support

### Team Working and Collaboration

- Work as a team member and identify opportunities for working with colleagues and sharing the development of effective practice with them

*The above serves as a guide and is not exhaustive; all professional staff are expected to undertake other duties and projects as may be reasonably required by their Line Manager / Clinical and Wellbeing Locality Lead / Regional Head of Wellbeing and Clinical Services or Head of Service/Principal/Head teacher/ Head of Care / Regional Director. You will be working as part of a friendly team and may be asked to provide extra support during busy periods, working together in a mutually supportive way towards shared priorities.*

# Job Description – Clinical and Wellbeing Locality Lead



I have read through the job description and agree to perform the duties as outlined above

## Job Holder's signature

Name: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

## Signed on behalf of the OFG Group

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

## Person Specification

Experience	Essential	Desirable
<ul style="list-style-type: none"> <li>• Experience of leading and managing multi-disciplinary teams.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Experience of supervising and line managing therapeutic, psychological and other multi-disciplined professionals.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Extensive training and experience of delivering evidence-based 1:1 and group based interventions.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Experience of working across different services and staff teams e.g. education, fostering, care etc.</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Successful experience of liaising with local authorities.</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Experience of working with children and young people.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Experience of working within special education / residential care / fostering.</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Experience of helping others understand the strengths and needs of children and young people.</li> </ul>	✓	
<b>Skills, Knowledge and Aptitudes</b>		
<ul style="list-style-type: none"> <li>• Depth of knowledge in all matters relating to safeguarding children and young people.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Depth of knowledge of Quality Standards and other legislation relevant to the setting.</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Understanding of OFSTED/ESTYN/Education Scotland and/or CQC/CIW/Care Inspectorate Scotland requirements.</li> </ul>		✓
<ul style="list-style-type: none"> <li>• Demonstrable ability to lead and manage strategically.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Excellent communication skills – oral and written.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to analyse performance data.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Analytical, problem solver and decision maker.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Skilled in the use of spreadsheets and databases.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to work collaboratively and productively with a range of key partners.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to work independently when required, and take initiative.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Effective interpersonal skills.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Good prioritisation and organisation skills – ability to meet deadlines.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Resilient under pressure and during times of change.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Ability to work sensitively with people and resolve conflict.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Commitment to Safeguarding and recognisably high standards of care and education of children and young people.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Genuine desire to improve the lives of our children, young people, staff members and services. Having an enthusiasm and energy to inspire others.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Capacity to work both effectively in a team and individually.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Willingness to extend personal and professional development</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Flexible and approachable.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Commitment to working with other agencies to support young people’s education and care.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Commitment to equal opportunities.</li> </ul>	✓	
<b>Qualifications and Training</b>		
<ul style="list-style-type: none"> <li>• First degree in relevant discipline leading to HCP registration/registration with clinically based and well recognised UK professional body</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Post Graduate Qualification and Accreditation with a Professional Body, e.g. (HCPC) in a relevant field to the post – i.e. therapy or psychology.</li> </ul>	✓	

# Job Description – Clinical and Wellbeing Locality Lead

