

JOB DESCRIPTION

JOB TITLE:	Highly Specialist Practitioner
BAND:	7
DEPARTMENT:	East London Intensive Support Team
DIRECTORATE:	Tower Hamlets Directorate
REPORTING TO:	Clinical Team Manager
ACCOUNTABLE TO:	Clinical Team Manager

DBS Check required (level of disclosure): Enhanced

Job Summary

The East London Intensive Support Team provides a 7 day a week urgent and intensive community response for people with Learning Disabilities with additional complex mental health needs and/or behaviours that services perceive to be challenging, that result in the person posing a risk to themselves or others. The service operates across the inner east London boroughs of Tower Hamlets, Newham and City and Hackney.

As a senior clinician within the team your primary responsibility will be to deliver intensive community-based support, aiming to prevent unnecessary hospital admissions and facilitate the individual's well-being and recovery within their familiar environment. This will also include providing in-reach support inpatient environments.

You will take a lead role in supporting adults with Learning Disabilities in the community who are experiencing a crisis in their mental health or behaviour. You will be experienced in working with adults with Learning Disabilities and co-occurring mental health difficulties. You will also provide consultation and advice to colleagues supporting Autistic adults without a Learning Disability who are experiencing acute mental health needs.

You will work as a part of a multidisciplinary team, building relationships within the Intensive Support Team as well as with the Community Learning Disability and Inpatient services across east London.

You will deputise for the Clinical Team Manager in supporting team members and ensuring the effective delivery of the service.

KEY RESPONSIBILITIES

1. Maintain clinical direction and leadership; help to coordinate a team of clinical staff for the continuous and consistent provision of high quality health care to people in mental health or behavioural crisis in the community
2. Act as a role model in the practice area, encouraging staff in teaching, supervision, facilitating and assessing, create and sustain a supportive/teaching/learning environment for the practice setting
3. Participate in developing policy and improve quality standards across the service
4. Take responsibility for the smooth running of the service on a day to day basis.
5. Take responsibility for leading on the review and collation of data for the service ensuring it meets performance targets and escalate concerns or variations to this.
6. Undertake advanced clinical reasoning in assessment and intervention for people with Learning Disabilities, working to avoid placement breakdown or admissions under the Mental Health Act (1983)
7. Work collaboratively with service users, carers, Community Learning Disability Services, inpatient services, local authorities and other primary and secondary care services within East London

MAIN DUTIES AND RESPONSIBILITIES

Clinical	<p>Work within a values driven, trauma-informed and human rights based approach</p> <p>Promote a person focused, co-developed and co-evaluated service</p> <p>To maintain clinical direction and leadership; coordinating a team of clinical staff for the continuous and consistent provision of high quality mental health care to people in mental health crisis in the community.</p> <p>To carry continuing responsibility for the assessment of care needs, the development, implementation and evaluation of care programmes and the setting of standards of care for service users</p> <p>To demonstrate within the team clinical leadership and knowledge of a range of therapeutic interventions appropriate to your profession, to support people with Learning Disabilities experiencing a crisis in their behaviour or mental health</p> <p>Play a key role in the assessment of service users who present with behaviours that are perceived as challenging, undertaking both initial assessments and functional analyses</p> <p>Work with other members of the team on developing the knowledge and skill base around Positive Behaviour Support in the local boroughs – this may be for family carers, support staff, and/or other professionals. This may include working alongside community/ward staff that provide direct support to</p>
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	<p>clients to enable them to develop their skills to work effectively with individuals with behaviours perceived to be challenging</p> <p>Act as a role model in the practice area, encouraging staff in teaching, supervision, facilitating and assessing, create and sustain a supportive/teaching/learning environment for the practice setting</p> <p>Be responsible for the assessment, development, implementation and evaluation of crisis plans for service users, incorporating risk assessment, to ensure safe and acceptable standards of care</p> <p>Be responsible for the maintenance and accurate recording of service user information in the documentation systems and to ensure the effective dissemination of service user information across services</p> <p>Work in a varied environment across office, inpatient wards and community</p> <p>The ability to support/debrief staff/service users/cares following emotional incidents that could involve both physical and verbal aggression</p> <p>The ability to be flexible and adaptable in working conditions changing from community to inpatient working as per service user needs</p>
Development and Educational Duties	<p>To develop policy in conjunction with the Clinical Team Manager to improve quality standards across the service</p> <p>To lead on the education and induction of new staff, other staff, trainees, through teaching, supervision, tutorials, case presentations, etc</p> <p>To seek and make use of research finding relevant to the area of work</p> <p>To be responsible for maintaining own professional update and development</p> <p>To accept supervision and guidance as appropriate from the Clinical Team Manager</p> <p>To attend meetings and courses/training as required</p> <p>Ensure that all delegated team members have access and receive regular caseload supervision and to support wellbeing, objectives and development needs</p>
Management	<p>Act as a clinical lead relating to your professional expertise within the team</p>

	<p>Contribute to the effective management and development of the service to ensure it meets the changing and complex and diverse needs of the people of East London</p> <p>Support the economic use of resources in relation to staff resources, ensuring the most cost effective deployment of staff whilst maintaining appropriate, safe levels of staffing; promote team cohesion via facilitating positive group dynamics</p> <p>Contribute to the recruitment and selection of staff for the service</p> <p>Lead on the monitoring of standards of clinical practice within the team and make changes where necessary to ensure they meet the complex needs of the people who use the service</p> <p>Be responsible for workload management within the team, monitoring individual work via recognised structure and framework.</p> <p>Contribute to the development of the service by participating in the evaluation of clinical audit</p> <p>Take the lead on resolving any urgent issues in the service in the absence of the Clinical Team Manager if it cannot wait for their return</p> <p>Work effectively as a team member whilst assuring clinical leadership</p> <p>Encourage and participate in research projects relevant to the team and its function</p> <p>Maintain an environment in which there is equal opportunity and a commitment to anti-racist, anti-discriminatory and anti-stereotyping practice</p> <p>Comply with Trust policies and procedures</p> <p>Act as an authorised signatory as required</p>
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JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..

<u>Statement on Employment Policies</u>	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.

Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the</p>

Development/Investors in People	Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities:</p> <p>Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy.</p> <p>Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

JOB TITLE:	Highly Specialist Behaviour Support Practitioner
BAND:	7
DEPARTMENT:	East London Intensive Support Team
DIRECTORATE:	Tower Hamlets Directorate
REPORTING TO:	Clinical Team Manager
ACCOUNTABLE TO:	Clinical Team Manager

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTO N METHOD (S/I/T)
Education/ Qualification/ Training	<ul style="list-style-type: none"> Relevant masters level qualification e.g. MSc Applied Behaviour Analysis Registration with relevant clinical body Evidence of continual professional development 	Essential Essential Essential	S
Experience	<ul style="list-style-type: none"> Well-developed experience in working with adults with Learning Disabilities with behaviours perceived as challenging and/or co-occurring mental health difficulties during a period of a crisis Proven leadership skills and experience Demonstrable experience in providing management and clinical supervision Experience in undertaking audit/review 	Essential Essential Essential Desirable	S S/I S/I S/I
Knowledge and Skills	<ul style="list-style-type: none"> Highly developed and demonstrable clinical assessment skills Knowledge of current legislation/policies relating to working within Learning Disability and Mental Health Services Knowledge of the needs and rights of service users and carers Evidence of excellent organisational skills as required to ensure the smooth and 	Essential Essential Essential Essential	I S/I I I

	<p>safe running of the East London Intensive Support Team</p> <ul style="list-style-type: none"> • Excellent demonstrative interpersonal and communication skills 	<p>Essential</p> <p>Essential</p>	<p>S/I</p>
Other	<ul style="list-style-type: none"> • Computer literacy • Ability to travel between sites and across boroughs • Willingness to work flexibly to meet the needs of the service, which will include travelling and supporting service users in their own homes, inpatient wards or other varied settings • Experience working with service users from different cultural backgrounds 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>S</p> <p>S/I</p> <p>S/I</p> <p>S/I</p>