

Senior Social Worker CYP Gender Service (South West)

Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Senior Social Worker

Division – Women and Children

Department – Psychological Health Services

Band – 8a

Location – Bristol Royal Hospital for Children

Hours of work – 37.5

Annual leave – Up to 33 days dependant on NHS Service

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

Job Purpose

- To provide social work services into teams within Women and Children Service, primarily within the NHS Children and Young People Gender Service (South West) including specialist assessment, treatment, planning, implementation and monitoring of outcomes.
- To share with the multi professional clinical team, through joint working, consultation, training and service development activities, social work knowledge and skills to enable individualised psychological care in partnership with young people and families.
- To participate in research and audit activity in collaboration with other professional groups and other providers as appropriate, to increase the evidence base and support the sharing of good practice in psychosocial care for the young people receiving these services.
- To provide social work placement and opportunities for research for trainee social workers as requested.
- To provide clinical supervision and training for social workers and other staff as requested by the Head Psychological Health Services.
- To advise and work with the Head of Psychological Health Services to develop and implement: service developments, policies, protocols and guidelines relating to the psychological services provided for this population.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as 'Good' - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

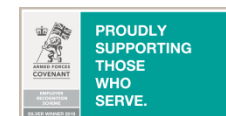
A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

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Main Duties and Responsibilities

Communication

- To communicate effectively as part of provision of psychological health services to children and families within specified services.
- To actively support the managed transitions of young people from paediatric to adult services.
- To liaise with primary and secondary health care, including mental health, services and social care throughout the geographical areas covered by the teams to enable continuous and coordinated psychological support, as appropriate.
- Communicate information in the desired format, recognising the need to adapt communication style to accommodate the recipient as appropriate. Develop, deliver and evaluate multi-media accessible culturally appropriate information.

Patient Care

- Direct and indirect social work care using appropriate professional protocols in line with the Clinical Governing Body Social Work England) and Trust standards guidelines.

Organisation and Planning

- Management of workload to meet job plan as discussed with consultant lead for medicine and long term conditions, head of service, and specialty clinical lead.
- Line management of staff

Service Development and Research

- Use Quality Improvement methodology for service improvement
- Undertake or contribute to research and audit

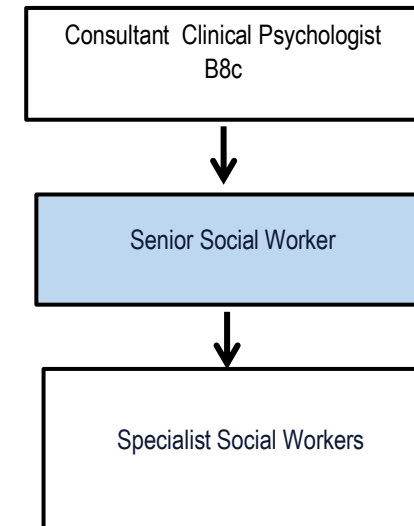
Finance and Resources

- Maintain safe and efficient use of trust equipment and supplies.

Clinical

- To provide highly specialist psychosocial assessments, formulations and interventions for clients in the CYP Gender Service – South West with clients of the CYP Gender Service – South West presenting with medium to high level complexity at levels expected of a social worker who has achieved the equivalent of a PG Diploma-worth of post-qualification specialist experience development

Organisational Structure



Key Relationships

The postholder will provide specialist clinical services into teams within Psychological Health Services, primarily within the NHS Children and Young People Gender Service (South West). The post-holder will lead a large group of specialist social workers within Psychological Health Services working within a variety of paediatric specialities in this large acute Trust.

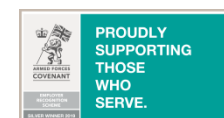
Key Internal Relationships: Gender Service (South West) Leadership Team & MDT, Consultant Clinical Psychologist, Specialist Social Workers, Safeguarding team, Psychological Health Services staff, Paediatric Weight Management Services MDT, and Administrative and Clerical Staff

Key External Relationships: Clinical/Professional Networks and Locals services including social care as required

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- To develop and provide access to specialist social work and therapeutic psychosocial services for young people through direct and indirect clinical work based on assessment of psychological needs to generate individualised psychological care programmes.
- To provide direct individual and group based clinical services as required to meet identified psychological needs in a uni and multi-professional manner with appropriate liaison with other staff in the multi-disciplinary team and partner providers.
- To develop and evaluate direct and indirect clinical services for the young people cared for by the team, in collaboration with other team members and users of the services.
- To provide advice, consultancy and training on appropriate psychosocial assessment and interventions at all levels of need (individual patient, family, team or organisation) in conjunction with the Head of Psychological Health Services, and the gender service clinical lead.
- To ensure effective communication and liaison with professionals within the team and any other services across the region as required on an individual basis.
- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.

Teaching Training and Supervision

- To provide formal and informal teaching and training for other professionals on social work / psychosocial knowledge and skills applicable in the direct and indirect care of young people with physical health conditions.
- To undertake teaching and any other professional training courses as appropriate
- To undertake and co-ordinate the day to day management and/or clinical supervision of qualified social workers and trainees placed within the service, as requested by the Head of Service.
- To receive regular clinical and professional supervision from a more senior colleague according to Social Work England and Trust guidelines.
- To ensure own Continuing Professional Development in line with Trust Personal Development Plan requirements and Social Work England Standards
- To undertake occasional teaching and training of pre and post- qualification staff and specialised training to other professions as appropriate.
- To contribute to the development of the knowledge and skills base within the CYP Gender Service – South West by maintaining an active awareness of current developments
- To disseminate research and service evaluation findings through presentations and published articles.

Research, Audit, Service Development

- To undertake, supervise and support research and development activity including the supervision of junior and trainee staff and other research staff, as appropriate.
- To undertake, supervise and support relevant uni and multi-professional audit.
- To undertake, supervise and support service evaluation and service improvement in partnership with young people and the multi-professional teams.
- To provide appropriate activity and outcome data for: annual reporting to the Head of Psychological Health Services, Lead Clinicians, managers, and Commissioners as required.

Professional

- To participate in the clinical supervision and appraisal processes undertaken by UHB NHS Foundation Trust and Psychological Health Services utilising the knowledge and skills framework for this post.
- To undertake and log personal continuing professional development and essential to role training as required by the UHB NHS Trust appraisal process and Social Work England
- To participate in any multi-professional service meetings relevant to the development, delivery and evaluation of this post.
- To participate in appropriate multi-professional local and national academic meetings to develop professional knowledge in this areas.
- To attend the Trust Psychological Health Services meetings. To participate in relevant national networks or special interest groups as appropriate to maintaining evidence based professional practice.
- To maintain registration Social Work England and adhere to its guidance on professional conduct.
- To be aware of and comply with all policies, guidelines and directives of UHB NHS Trust and its Psychological Health Services as relevant to this post.
- To be aware of and comply with legislation, strategic and operational guidance pertaining to safeguarding and promoting the wellbeing of children and vulnerable young adults including child protection, consent and confidentiality guidelines, assessment of mental capacity and NICE guidance.

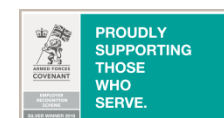
Other

- To travel to meetings across the partner Trust when required.
- To be aware of risk relating to aggressive and challenging behaviour amongst the client group, and follow trust policies relating to its management.
- To respond appropriately and professionally to emotionally distressing situations and to support others involved in such situations.

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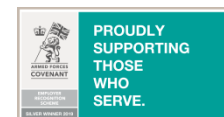
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- To work flexibly which may include offering some regular commitment to late clinics occasional evening groups, within the overall Job Plan.
- The NHS Children and Young People's Gender Service is a newly formed service, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment. This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

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Personal Profile - (E) = Essential (D) = Desirable

Knowledge and Experience

- Post qualification experience of working as a specialist social worker with young people/adults who have a physical health condition. (E)
- Post qualification experience of working as a social worker providing psychosocial consultation, engaging in case management supervision and training to multi-professional and multi-agency teams. (E)
- Post qualification experience of working as a social worker undertaking consultation and service development work within a multi-disciplinary physical health setting(E)
- Formal teaching /presentation sessions to health and other professionals(D)
- Demonstrable understanding of the implications of acute and long term conditions and disability for young people/adults as applicable (E)
- Demonstrable understanding of the roles of a social worker within multi-professional health teams in relation to the young person/adult, the staff team and the organisation. (E)
- Demonstrable knowledge of legislation and guidance pertaining to safeguarding of children and vulnerable adults, consent, confidentiality and standards of psychological care within relevant NICE and other guidance. (E)
- Evidence of having worked clinically in an area of clinical service provision or practice relevant to CYP with gender diversity (E)
- Knowledge of the theory and practice of specialised social work assessments and interventions for CYP with gender diversity (E)
- Theoretical knowledge of the evidence base for the relevant treatment of common mental health difficulties experienced by CYP with gender diversity (D)
- Experience of leading others including delegated line management (D)

Aptitudes

- Advanced communication skills with the ability to provide and receive highly complex and sensitive information to and from young people/adults in a culturally appropriate manner in highly emotive situations. This will include the ability to provide complex psychological information to staff in an accessible manner. (E)

Skills and Abilities

- Ability to assess the psychosocial needs of young people seen by these specialities. including standardised measures and assessments (E)
- Ability to generate systemic and individual psychosocial formulations and interventions based on applying psychological theories and models to the complex information generated by the young person/adult and social care systems. (E)
- Ability to access, record and manage information and data pertaining to the work undertaken in medical and psychology notes, data bases and electronic records as required. (E)
- Ability to prioritise and manage available time for clinical work and professional activities effectively and safely(E)
- Able to travel to regional clinics, meetings and home visits if required(E)
- To communicate skilfully and sensitively complex and sensitive information with clients, carers and colleagues overcoming barriers to communication including sensory, and emotional difficulties, cultural differences and hostility to or rejection of information. (E)
- Well-developed IT skills including entry and analysis of research data. (E)
- Skills in providing teaching and training to other professional groups (D)
- Ability to identify and employ mechanisms of clinical governance as appropriate (E)
- Ability to manage emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. (E)

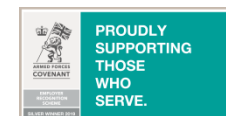
Qualifications and Training

- Current registration as a Social Worker with Social Work England (E)
- Additional training in safeguarding, management, or a specialised area of therapeutic practice relevant to working with CYP with gender diversity through formal post-qualification training, OR, a combination of specialist short courses, or an evidenced portfolio of supervised practice-based learning in a specialist area of clinical practice to be of equal level to a Postgraduate Diploma.(D)
- Training course in supervision (D)

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Continuous Improvement

Patient First is a long-term, tried and tested, approach to improvement that will fundamentally change the way we do things at UHBW.

It will help us deliver our Trust strategy and achieve our mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day. It will see us move from trying to do too many things to working together on fewer goals and doing them well - with the patient at the heart of everything we do. Patient First will help us to live our values. No matter what your role, whether you are clinical or non-clinical, you are best placed to know where improvement needs to happen, and you will be encouraged and supported and given the tools you need to do this. You will receive training, coaching and support to undertake improvements no matter how small or large they are, and you will be empowered to resolve problems and issues at a local level.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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