



Anna Freud

Job Profile

Job title	Child and Family Specialist - Harrow Early Intervention and Prevention Service
Reporting to	Head of Service - Harrow Horizons
Employer	Anna Freud
Salary	£46,800 FTE per annum, plus 6% contributory pension scheme
Location	Hybrid (a mixture of home/onsite working): staff are working onsite for at least 20% of their working hours, either at Harrow Community sites (Cedars Children's Centre, 127 Whittlesea Road, Harrow HA3 6ND) and occasionally at Anna Freud, 4-8 Rodney Street, London N1 9JH.
Working hours	Full-time or part-time, 35 or 28 hours per week; usual working hours are Monday to Friday 9 to 17.
Holidays	27 days plus Bank Holidays FTE
Term of contract	Permanent

About Anna Freud

We are a world-leading mental health charity for children, young people and their families. Our purpose is to take everything that we have learned over the last 70 years, and to transform the mental health of current and future generations of children and young people, to close the gap between mental illness and mental wellness - and to create a more compassionate society for everyone. Our vision is a world where all children and young people are supported effectively to enable them to develop their emotional and mental health, build on their strengths and achieve their goals in life. Our mission is to close the gap in wellbeing and mental health by advancing, translating, delivering, and sharing the best science and practice with everyone who impacts the lives of children, young people and their families.

Purpose and overview of the role

The Child and Family Specialist role is part of an exciting and innovative jointly commissioned service between London Borough of Harrow and NW London NHS and represent an exciting partnership with Anna Freud. The Early Intervention and Prevention Service is a community wellbeing team for children and families. The Child and Family Specialists will work in the community wellbeing team alongside a range of disciplines.

The service offers brief evidence-based individual and group interventions to address mild to moderate wellbeing needs largely using CBT-based treatment, trauma informed and Mentalization approaches. Work is also conducted jointly with existing professionals where young people present with more complex needs to strengthen the skills and competencies in the multi-agency network. The work takes place on an outreach basis in schools, family homes and other community venues as well as being conducted virtually.

The Child and Family Specialists will work in partnership with schools, children and families to assess and respond to the psychological needs of children experiencing social, emotional, mental health or behavioural difficulties through undertaking assessments and providing interventions. The post-holders will also: provide specialist advice and support to school staff in the identification of mental health needs of children and accessing appropriate resources; and actively contribute to outcome monitoring and service improvement.

This is an exciting opportunity to work in a newly commissioned service and deliver direct interventions for young people and their families. The post-holder will offer a range of clinical activities to address mental health needs in children and young people, including direct individual and group work with young people and parents/carers and joint work with other professionals. The clinical case presentation is mostly moderate risk and requires insight into handling complex clinical cases (e.g. neurodiverse and trauma-inform practice) and appropriate responses to safeguarding concerns. The post-holder will also support Wellbeing Practitioners through regular supervision. There may also be opportunities to deliver consultation and training to multi-agency professionals.

Main responsibilities of the role

- Assess the mental health needs of children using observation, interviews with child and family and psychological assessment tools and where appropriate, offer therapeutic treatment;
- Work therapeutically with children and their families presenting with a range of mental health needs, offering them a range of interventions which might include individual meetings, family sessions and multi-family group work;
- Consult and work in partnership with carers, professionals and education professionals including teachers and school leaders;

- Work with teachers and school leaders on their knowledge and understanding and development of skills in order to meet the needs of the referred children;
- Develop effective communication systems through networking and liaison with staff from health, social services, education and other statutory or voluntary organisations;
- Provide specialist training to school staff, GP's, social workers and other professionals;
- Work collaboratively with other team members and multi-agency partners to support casework and the delivery of the service;
- Participate in the setup, delivery and evaluation of group work programmes for young people and families;
- Provide consultation, training and signposting to young people, families and professionals including social care and school staff to connect them with resources that will support young people's wellbeing;
- Operate at all times from an inclusive values base, which recognises and respects diversity and ensures all work is sensitive to the needs of a range of ethnic, cultural and religious groups, is gender sensitive, anti-discriminatory and values diversity;
- Supervise/support Wellbeing Practitioners and other disciplines;
- Continually assess, monitor and evaluate risk to children and young people working within the appropriate children protection guidelines;
- Work within the relevant policies of London Borough of Harrow and Anna Freud (e.g. safeguarding, information governance etc.);
- Attend and implement supervision suggestions;
- Participate in training/opportunities relevant to the service for continued professional development;
- Take part in Anna Freud's annual review and development programme;
- Contribute to the evaluation, monitoring and development of the team including use of routine outcome measures;
- Attend and participate in team meetings and supervisions in a manner that fosters a culture of team learning and continuous improvement;
- Attend and participate in Anna Freud's staff meetings and CPD events;
- Maintain the highest standards of clinical record keeping including electronic data entry and report writing.

All employee responsibilities:

- Maintain an awareness of and actively follow and promote Anna Freud's policies, including Equal Opportunities, Health and Safety, Safeguarding and Information Governance;
- Complete all Anna Freud mandatory training, including but not limited to Safeguarding, Health and Safety, Equality and Diversity and Information Governance, within the required timescales;

- The welfare of the children, young people and vulnerable adults who come into contact with our services either directly or indirectly is paramount and all staff have a responsibility to ensure that best practice is followed, including compliance with statutory requirements.

To be noted

This is not an exhaustive list of tasks; the employee will be asked to undertake other ad hoc tasks relevant with the scope and purpose of this role. This job description reflects the present requirements of the role, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

Person Specification

Before starting your application, please read the below in full to understand the requirements of this role. The key criteria which will help us to assess candidates are listed below. There is guidance to highlight at which stage the criteria will be assessed. **Please ensure all criteria listed to be assessed at application stage are evidenced in your supporting statement.**

Criteria	Assessment Method (Application/Interview/Task)
Qualification/training, experience and/or knowledge	
A recognised qualification and experience of working therapeutically in a core profession of Clinical/Counselling Psychology, Family Therapy or other recognised background in child and adolescent mental health.	Application/Interview
Experience of assessing and working therapeutically with children and young people in community or school settings where there is complexity, including with Looked After children and young people.	Application/Interview
Experience and knowledge of neurodiversity-informed and a trauma-informed way of working.	Application/Interview
Experience and knowledge of working with children and young people with emotionally-based school avoidance (EBSA).	Application/Interview
Experience and knowledge of working with children and young people in foster care and offering support groups to foster carers.	Application/Interview
Experience of delivering consultation/workshops/training to non-mental health professionals (e.g. GPs, social care workers and professionals in schools).	Application/Interview
Skills and/or abilities	
Ability to form good working relationships in a multi-disciplinary setting and work independently where	Application/Interview

necessary and manage own workload and prioritise conflicting deadlines.	
Ability to communicate clearly and effectively about complex issues both verbally and in writing with different stakeholders.	Application/Interview
Ability to plan projects, develop new interventions models and manage its delivery.	Application/Interview
Other requirements	
Commitment to engage with and use clinical supervision and line management supervision.	Application/Interview
Experience of working cross-culturally as well as thinking about cultural issues in relation to clinical practice.	Application/Interview

During the interview(s), candidates will be asked at least one question regarding our values, and one question regarding equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. **Our values and EDI statement can be viewed [here](#).**

Equal opportunity

We ask our people to share their diversity dimensions with us as it helps us to identify, tackle and prevent any bias appearing across the employee lifecycle at Anna Freud. Monitoring this information allows us to understand how well our efforts to improve diversity, equity and inclusion are working. Your responses will be held securely by our HR team in accordance with our privacy policy and will not be seen by recruiting managers or the interview panel at any stage of recruitment, therefore your responses will not form part of our selection process.

Further support

We want to ensure all candidates can access and apply for our vacancies equitably, if you require any additional assistance to apply or would like to find out more about the role, please contact us on recruitment@annafreud.org. We aim to provide reasonable adjustments where operationally possible for the work that we do.

Post-interview

If successful after interviewing, you will be notified verbally with a job offer and pre-employment checks will be initiated.