



Kent County Council

Job Description: Practice Consultant - Neurodiverse Children and Young People with Complex Needs

Directorate: Strategic and Corporate Services

Unit/Section: Strategic Commissioning

Grade: KR12 (NHS Band 8)

Responsible to: Senior Commissioning Manager
(Children and Young People's Services)

Purpose of the Job:

The Practice Consultant – Neurodiverse Children and Young People with Complex Needs is an exciting role funded by NHS England and supported by Kent County Council, Medway Council and the Kent and Medway Clinical Commissioning Group, initially for two years.

Across the system in Kent & Medway we are passionate about promoting good mental health and wellbeing for neurodiverse children and young people including those with learning disabilities and/or autism. We strive to use the expertise and resources within our organisations and through our partnerships to deliver high quality services that are safe and focused on children and young people's wellbeing and recovery. This role is relatively new to Kent & Medway system, with the first post holders being employed in March & September 2021. Kent & Medway are one of the 27 national early adopter sites to test out these new roles which are a requirement within the NHS Ten Year Plan.

This role is designed for an experienced senior practitioner who wants to engage their full skill and knowledge set and stretch their abilities into a more strategic arena.

Secondment to this post from an existing post would be supported and welcomed.

Main duties and responsibilities:

Although not case holding, the role will offer a rewarding combination of supporting the multi-disciplinary team who are working at an individual level, focusing on preventing and minimising stays in children's specialist mental health hospitals and assessment and treatment units, as well as engaging and negotiating at a more senior and strategic level working with health, education and social care teams and managers.

The Practice Consultant will offer health, education and social care teams support through expert advice and guidance on meeting the needs of the child or young person through complex care planning, through admission avoidance or in co-ordinating discharge from inpatient placements at a timely pace. Therefore, being child, young person (CYP) and family focused is an expectation that brings responsibility for maintaining a close relationship between the post holder and the CYP's parents or carers; acting as a designated Keyworker for as long as is required.

Delivery of the role should provide assurance that there is development of an effective community care pathway in place upon a CYP's discharge and to reduce further admissions. The post holder will be required to support multi-agency teams and managers across Kent, working with services who hold responsibility for duty of care towards CYP with complex neurodivergent needs. The Practice Consultant is not expected to carry an individual caseload.

The post holder is expected to build strong relationships with external stakeholders such as Tier 4 providers and NHSE to facilitate effective joint working between the Local Authority, CCG and their partner organisations. Acting autonomously and frequently negotiating with senior managers across the Kent & Medway Health, Education and Social Care Sector.

There will be a need to ensure close working links with the Care Education Treatment Review (CETR) team to identify CYP at high risk for admission, using the local Dynamic Support Register, and for CYP already identified to build a triangulated care picture that supports progression of CETR recommendations, and is able to inform Commissioners about gaps and risk in the community care provision.

The post holder will contribute to existing reporting systems, adapting reporting tools to best deliver the key data required to support transformational change across agencies to improve the experience and outcomes for CYP complex neurodivergent needs and their families.

The post holder will be required to maintain an awareness of changes in legislation, theories, corporate and directorate policies, local and multi-agency practices relating to CYP with LD/A in order to contribute to the delivery of a high standard of service.

Line management and peer supervision is offered to assure the successful applicant continues to develop; both personally and professionally

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: Practice Consultant - Neurodiverse Children and Young People with Complex Needs

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be short listed.

Applicants should describe in their application how they meet these criteria.

	<u>Criteria</u>
Qualifications	<ul style="list-style-type: none">• Relevant Social Work or Nursing qualification or Qualified Teacher Status or other relevant professional qualification• Up to date registration with an appropriate professional body.• Competent to work at senior practitioner level for their profession
Experience	<ul style="list-style-type: none">• Post qualification and leadership experience in their relevant field of practice• Evidence of post qualifying and continuing professional development.• Good understanding of the background to and aims of current National policy related to Learning Disabilities/Autism and the implications of this on practice.• Good understanding of the relationship between the Department of Health and individual T4 provider and commissioning organisations.• Significant diverse post qualification experience in Children's Services, Health related agencies or relevant private or voluntary organisation• Experience of working with CYP with diagnosis of Autism• Supervision and development of staff.• Successful joint working with partner agencies.
Knowledge	<ul style="list-style-type: none">• Working knowledge of Mental Health Act, 1983; Children Act 1989, Children and Families Act 2014, Health and Social Care Act, 2008; Mental Capacity Act, 2005; Rights of the Child, 1989; Care Act, 2014; NHS 10-year plan

	<ul style="list-style-type: none"> • working knowledge of KCC and NHS policies, procedures and practice • Excellent child protection legislation knowledge and understanding of safeguarding issues • Awareness of data protection and confidentiality issues • Awareness of legislation relating to Equal Opportunities • Knowledge and experience of risk assessment and risk management
Skills & Abilities	<ul style="list-style-type: none"> • Development and maintenance of therapeutic alliance with CYP and their families. • Able to work autonomously • Able to negotiate at a senior level to improve outcomes for CYP • Able to perform to a high level in a clinical setting, holding services to account and ensuring resources available for effective discharge planning. • Case management skill set that focuses on the needs of the CYP and the context of their care pathway in relation to all clinical and legal processes • High-level communication skills across a range of agencies • Ability to act as a mentor to practitioners • Ability to prioritise and to work effectively on own initiative as well as part of a team. • Ability to travel frequently across Kent and out of county • Computer literate with effective written skills and report writing. • Must be able to provide and receive highly complex, sensitive or contentious information; negotiate with service managers on difficult and controversial issues, and present complex and sensitive information to parents, Stakeholders and NHSE.
BEHAVIOURS AND KENT VALUES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make

Kent County Council: *Organisation responsibilities*

All corporate directors, directors and senior managers have an explicit responsibility to deliver the collective agenda of the Council. These are fundamental elements of their role not an addition and are summarised as follows:

Whole Council

- Seek to improve the lives of all residents in Kent and economy of Kent
- Act as corporate parent to the Council's looked after children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met.
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code).
- Advise elected members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives.

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies.

Embedding Commissioning and Engaging relevant markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent
- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance.
- Deliver to agreed budget and income targets.