

Kent County Council

Job Description: LDA Practice Co-Ordinator - Complex Care (Senior Practitioner)

Directorate:	Children, Young People and Education
Unit/Section:	Disabled Children and Young People's Service
Grade:	KR11
Responsible to:	Senior Commissioning Manager, KCC

Purpose of the Job:

The LDA (Learning Disability and/or Autism) Practice Co-Ordinator - Complex Care is an exciting new role funded by NHSE England and hosted by Kent County Council, to work across the Kent and Medway Clinical Commissioning Group footprint.

Across the system in Kent and Medway we are passionate about promoting good mental health and wellbeing for children and young people 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. Our first two LDA Practice Co-Ordinators started in March 2021 and we are now recruiting a further two roles to ensure we can support children and young people with Learning Disabilities and/or Autism (LD/A) and their families, as detailed in the NHS Ten Year Plan.

This role is designed for an experienced 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 job may be able to be considered.

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 at a more strategic level working with health, education and social care teams and managers.
- The LDA Practice Co-Ordinator - Complex Care will offer expert advice and guidance to teams on meeting the needs of the child or young person during discharge planning and co-ordinating discharge at a timely pace. 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.
- 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 LDA, including offering consultation to avoid admission in the first place. The LDA Practice Co-Ordinator - Complex Care 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.
- 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 ensures 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 with LD/A 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 LDA to contribute to the delivery of a high standard of service.
- The team will cover the whole of Kent and Medway, with each LDA Practice CoOrdinator taking a lead across a specified area, but able to be flexible to provide support wherever it is required.
- Individual supervision will be provided by the Senior Commissioning Manager in KCC, who is leading the Designated Keyworker Early Adopter Project, with additional group clinical support from the Senior Commissioner (LDA), Kent and Medway CCG.

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: LDA Practice Co-Ordinator - Complex Care (Senior Practitioner)

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

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

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">• Relevant Social Work or Nursing degree, Qualified Teacher Status or other relevant professional qualification• Up to date registration with an appropriate professional body.• Competent to work at the Advanced level of 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 for 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 or Adult Services, Health related agencies or relevant private or voluntary organization.• Experience of working with CYP with diagnosis of Autism.• Supervision and development of staff.• Successful joint working with partner agencies.
SKILLS AND ABILITIES	<ul style="list-style-type: none">• Development and maintenance of therapeutic alliance with CYP and their families.• Able to perform to a high level in a clinical setting, holding services to account and ensuring resources are 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 if required.• 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.

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. • High level working knowledge of KCC and NHS policies, procedures and practice. • Excellent understanding of safeguarding issues and knowledge of child protection legislation. • Awareness of data protection and confidentiality issues. • Awareness of legislation relating to Equal Opportunities. • Knowledge and experience of risk assessment and risk management.
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