

Job Title:	Restorative Clinical Supervisor
Reports to (job title):	CAMHS
Line Manager to:	n/a

Job purpose

We are seeking an experienced and compassionate **Restorative Clinical Supervisor** to provide direct clinical supervision to CAMHS (Child and Adolescent Mental Health Services) practitioners.

This role is integral to ensuring high-quality care for children, young people, and their families by fostering a culture of relational practice, reflective supervision, and evidence-based intervention.

The ideal candidate will have substantial experience in mental health, hold expertise in relationship-based interventions, and be trained in Cognitive Behavioural Therapy (CBT).

You will provide a safe and supportive space for practitioners to reflect on their work, build resilience, and enhance their skills while ensuring trauma-informed, person-centred care.

Key responsibilities

Clinical Supervision:

- Provide regular restorative supervision to CAMHS practitioners, supporting reflective practice, emotional wellbeing, and professional development.
- Foster a psychologically safe environment for staff to explore challenges, build confidence, and refine their approaches.
- Ensure supervision sessions are tailored to individual needs while promoting evidence-based and relationally driven practices.

Support and Development:

- Offer guidance on clinical interventions, with a focus on CBT and other evidence-based approaches.
- Support practitioners in understanding and addressing complex mental health needs, ensuring care is trauma-informed and developmentally appropriate.

- Build practitioners' capacity to develop and sustain meaningful therapeutic relationships with children, young people, and families.

Quality Assurance:

- Monitor and support high standards of clinical care and compliance with professional guidelines and organisational policies.
- Participate in audits, evaluations, and service development to ensure best practices in clinical supervision and care delivery.
- Support practitioners in using outcome measures to evaluate the impact of their interventions.

Collaboration and Relationship-Building:

- Work collaboratively with multidisciplinary teams to promote integrated approaches to mental health care.
- Champion relationship-based support and interventions across teams, ensuring a shared understanding of trauma-informed and restorative practices.
- Act as a resource for professional advice, consultation, and training where needed.

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

Qualifications:

- Professional qualification in mental health (e.g., Nursing, Social Work, Psychology, or equivalent).
- Additional training in Cognitive Behavioural Therapy (CBT) or similar therapeutic modality.

Experience:

- Substantial experience in mental health, particularly with children and young people.
- Proven track record of working within CAMHS or equivalent services.
- Experience in delivering relationship-based interventions and support.

Skills and Knowledge:

- Strong understanding of trauma-informed practice and relational approaches.
- Skilled in facilitating reflective supervision and supporting practitioner wellbeing.
- Knowledge of safeguarding, professional boundaries, and ethical frameworks in mental health practice.

Key Attributes:

- Compassionate and empathetic, with excellent interpersonal skills.
- Committed to fostering a culture of learning, reflection, and resilience.
- Adaptable and collaborative, with a focus on relationship-centred care.

Desirable

- Training or experience in providing clinical supervision.

Employee signature

Manager signature
