

## JOB DESCRIPTION & PERSON SPECIFICATION

Role Details	
<b>Title</b>	Consultant Paediatrician – <b>College Approval Pending</b>
<b>Band</b>	Consultant
<b>Hours per week</b>	In line with recommendations from the ongoing Cass Review, we are recruiting to part time sessions, in order for staff to maintain a broad clinical perspective by working across related services within other secondary and tertiary centres. <sup>1</sup> It is expected that staff members will therefore work across at least one other clinical specialism area, in addition to this role within the gender service. <b>For consultant posts, we are seeking individuals for a minimum of 2PA and a maximum of 6PA.</b>
<b>Contract type</b>	The postholder will remain employed by their current NHS Trust. A memorandum of understanding or licence to attend agreement will be put in place between Great Ormond Street Hospital NHS Foundation Trust (GOSH) on behalf of the Southern Hub partnership of Evelina London Children's Hospital, part of Guy's and St Thomas' NHS Foundation Trust (GSTT), South London and Maudsley Hospital NHS Foundation Trust ("SLaM") and GOSH, and your current NHS Trust. A rechange agreement will be set up to reimburse your employing NHS Trust for time spent working in the Gender Service.
<b>Location</b>	London
<b>Responsible to</b>	Clinical Lead / Clinical Director
<b>Accountable to</b>	Clinical Lead / Clinical Director

<sup>1</sup> "Staff should maintain a broad clinical perspective by working across related services within the tertiary centre and between tertiary and secondary centres in order to embed the care of children and young people with gender-related distress within a broader child and adolescent health context" – Extract from the Independent Review of Gender Identify Services for Children and Young people – Further Advice Letter from Dr Hilary Cass, 19 July 2022, Pg2.

Note – the NHS Children and Young People's Gender Service is provided by Evelina London Children's Hospital (part of Guy's and St Thomas' NHS Foundation Trust), Great Ormond Street Hospital for Children and South London and Maudsley NHS Foundation Trust.

## Background

In 2020, NHS England commissioned Dr Hilary Cass to review gender identity services for children and young people, currently delivered by the Tavistock and Portman NHS Foundation Trust's Gender Identity Development Service (GIDS).

The Cass Review emphasised the need to move to establish regional services that work to a new clinical model that can better meet the holistic needs of a vulnerable group of children and young people.

The first phase in these plans is to establish two new nationally networked services led by specialist children's tertiary care providers; one in the North (the Northern Hub) delivered by a partnership of Alder Hey Children's NHS Foundation Trust and the Royal Manchester Children's Hospital (part of Manchester University NHS Foundation Trust), and one in London (the Southern Hub) delivered by a partnership of Evelina London Children's Hospital (part of Guy's and St Thomas' NHS Foundation Trust), Great Ormond Street Hospital and the South London and Maudsley NHS Foundation Trust.

## Service Information

A new clinical pathway has been developed, based on the recommendations of The Cass Review Interim Report ([Interim report – Cass Review](#)), the NHS England interim service specification ([NHS England » Interim service specification for specialist gender incongruence services for children and young people](#)), and the expertise of many clinicians from across the Northern and Southern Hubs. The service will be delivered by a wide multi-disciplinary team including paediatricians, mental health practitioners, youth workers, nurses, speech and language therapists and occupational therapists. Who children and young people (CYP) see will be dependent on the support and care they need.

Children and young people will receive an in-depth assessment of their needs, and a care plan will be developed with them and, if needed, those supporting them. Children and young people may be offered a range of care interventions such as therapy, family therapy, physical health support, or mental health support for any identified difficulties they may want help with. The team will also liaise with health, social care and education professionals in local services nearer to the child or young person.

As of the end of October 2023, NHS England is currently consulting on the clinical policy for Puberty Suppressing Hormones, as well as coordinating the development of a study into the impact of puberty suppressing hormones ('puberty blockers') on gender dysphoria in children and young people with early-onset gender dysphoria. Provision of endocrine services will be commissioned separately and delivered according to the outcome of this policy and the position of the research as the service initiates.

It is expected that the NHS Children and Young People's Gender Service will continue to change and evolve as more learning, research and evidence is developed in this area. In

addition, it is expected that more hubs will go live across the country, and clinicians will work together in a National MDT for complex cases and sharing of learning.

### Scope of the service

The service will support both new CYP from the waiting list, and CYP who still require care post the end of March 2024 and agree to be transferred from the Tavistock's Gender Identity Service into the new service.

### Culture and Values

Each Trust within the Southern Hub have developed values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

GSTT Values:	GOSH Values:	SLaM Values:
<ul style="list-style-type: none"> <li>• put patients first</li> <li>• take pride in what we do</li> <li>• respect others</li> <li>• strive to be the best</li> <li>• act with integrity.</li> </ul>	<ul style="list-style-type: none"> <li>• Always welcoming</li> <li>• Always helpful</li> <li>• Always expert</li> <li>• Always one team.</li> </ul>	<ul style="list-style-type: none"> <li>• Kindness</li> <li>• Respect</li> <li>• Together.</li> </ul>

### Diversity and Inclusion

We are committed to promoting an environment that embraces diversity and promotes equality of opportunity. Staff should apply the values above in all that they do. We would like all our families and staff to feel valued and respected because we try to understand and provide for their individual needs.

### Main purpose of the job

To provide clinical leadership and input to the NHS Children and Young People's Gender Service (London) clinics, including providing a paediatric opinion as part of a multidisciplinary team for children and young people. Successful candidates will have experience with children or adolescents with complex presentations and preferably with experience of children who are gender questioning. They will be experienced in assessment and management of children and young people experiencing neurodiversity, social vulnerability, and have experience and expertise in safeguarding and child protection processes. They will have been involved in service improvement and design and be able to work objectively in a service with high level of external scrutiny, whilst focusing on delivering the best care for children and young people, aligned to the new service specification.

### Key working relationships

Internal:

- Leadership Team

- Consultant Medical staff (Psychiatry and Paediatrics)
- Clinical Psychologists
- Specialist Nurses for Safeguarding
- Social Workers
- Family Therapists
- Psychotherapists
- Mental Health Practitioners
- Key Workers/Youth Workers
- Administrative and Clerical staff
- Corporate and support function leads

External:

- Other NHS organisations
- Local Authority including children's social care and education
- NHS England.

**Main duties and responsibilities:**

**Provide High Quality Care to Children and young people**

- The post holder must be medically qualified and maintain GMC specialist registration and hold a licence to practice
- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care Programmed Activities.
- To ensure CYP are involved in decisions about their care and to respond to their views.
- Be able to provide complex and thorough assessment and treatment and provide advice and consultancy to children, young people, families, and other partner organisations
- To be a key member of the MDT planning and guiding individualised care for each CYP
- Communicate complex information in skilled and sensitive manner with a specialist caseload of young people which may be highly emotive.

**Research, Teaching and Training**

- Where possible to collaborate with academic and clinical colleagues to enhance the Trust's translational research portfolio, at all times meeting the full requirements of Research Governance.
- To provide high quality teaching to medical undergraduates, postgraduates and members of other health care professions as required by the Clinical Director and/or Clinical Lead.
- To act as educational supervisor and appraiser as delegated by the Clinical Director to ensure external accreditation of training posts.

**Performance Management**

- To work with medical, allied health professional, psychology, nursing and managerial colleagues to ensure high performance in the following areas:

- Quality outcomes
- Clinical efficiency e.g. reducing cancellations and DNA rates
- Financial management e.g. identification, implementation and achievement of cost improvement programmes and participating in efforts to ensure services are provided cost effectively
- Operational efficiency e.g. monitoring activity levels.

### **Medical Staff Management**

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal.
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas.
- To participate in the recruitment of medical staff as and when required.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual appraisal of all doctors in training, Trust doctors, Clinical Fellows and non-consultant grades as delegated by the Clinical Director.

### **Governance**

- To review clinical outcomes using external benchmarking data where appropriate, to identify and advise variances to the Clinical Director.
- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
- To work closely with the Service and Patient and Public Involvement lead in relation to clinical and services developments as delegated by the Clinical Director.
- Participate in ensuring any new national guidance or requirements are reviewed and implemented and monitored in the speciality area.
- To ensure clinical guidelines and protocols are adhered to and updated on a regular basis.
- To keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the Clinical Director and broader multidisciplinary team.
- To role model good practice for infection control to all members of the multidisciplinary team.

### **Strategy and Business Planning**

- To participate in the business planning and objective setting process for the service where appropriate.
- To represent the service at appropriate clinical networks/other external clinical meetings, as delegated by the Clinical Director.

### **Leadership and Team Working**

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams, the service and when participating in national or local initiatives.
- To work collaboratively with all members of the multi-disciplinary team and other regional hub partners as required.
- To chair regular meetings for the specialty.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to Trust/departmental guidelines on leave including reporting absence.

## Education, Research and Service Improvement

- To support the departmental research interests.
- Support the development and updating of training in the service, ensuring this remains up to date as the evidence base develops.
- Contribute to ongoing service development opportunities in conjunction with the senior leadership team
- Ensure the voice of children, young people and families is heard and used to improve and develop the service.

## Other information

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. The job plan will be negotiated between the consultant and the clinical director at least annually. Please note, this job plan has been shared with the Royal College for approval. If any changes are required, these will be incorporated and candidates will be informed.

## Job Plan

This is a specimen job plan based on a 6PA contract (would be proportionally reduced for part time staff working fewer than 6PA). It may vary depending on the annual and other leave of the other consultant members in the team. Whilst the proportion of DCC and SPA time will not change, the days on which they are worked may vary at different times of the year to accommodate service needs.

Day	Time	Location	Work	Category	No. of PAs
Day 1	AM	Gender Service	Clinic	DCC	1
	PM	Gender Service	Clinic	DCC	1
Day 2	AM	Gender Service	Network Meetings / MDT discussions / Formulation	DCC	1

	PM	Gender Service	Team Meeting / Clinical Work / Clinical Admin	DCC	1
<b>Day 3</b>	AM	Gender Service	Clinic SPA	DCC / SPA	0.8 DCC / 0.2 SPA
	PM	Gender Service	SPA	SPA	1
<b>Total PAs</b>	<b>Direct clinical care</b>				<b>4.8</b>
	<b>Supporting professional activities</b>				<b>1.2</b>

### Confidentiality

On appointment, you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

### Disclosure & Barring Service (Previously Criminal Records or 'CRB')

The Southern Hub organisations are regulated organisations and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. We reserve the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

### Policies and Procedures

Service specific policies, procedures and guidelines will be shared with you as part of your induction. Whilst working in the NHS CYP Gender Service (London), GOSH Trust-wide policies will apply, on behalf of the Southern Hub, for example the GOSH sickness absence policy and procedures or Infection Control policy and procedures. You must comply with all Trust policies and procedures and attend all necessary mandatory training.

### Relocation Expenses

Applicants should note that we are not able to offer assistance with removal or relocation expenses.



## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

Culture and Values	Essential	Desirable	Assessment method
<ul style="list-style-type: none"> <li>Knowledge and understanding of diverse backgrounds and perspectives.</li> <li>Understanding of Diversity and Inclusion challenges in the workplace.</li> <li>Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace</li> </ul>	E		I
Academic/Professional qualification/Training			
<ul style="list-style-type: none"> <li>MRCPCH by examination or equivalent.</li> <li>Eligible for full UK GMC/GDC registration and a Licence to Practise</li> <li>Completed a minimum of 18 months higher specialist training in a relevant paediatric subspecialty, including Community Child Health, Adolescent Health, Neurodevelopmental Paediatrics / Neurodisability, safeguarding.</li> <li>On GDC/GMC Specialist Register or within six months of attaining CCT in relevant paediatric sub-specialty</li> <li>Able to demonstrate having achieved the competencies equivalent to the Highest Specialist Paediatric Training.</li> <li>Demonstrable continuous professional development</li> </ul>	E		A
<ul style="list-style-type: none"> <li>Higher degree or post-graduate qualification, e.g. MSc, MD, PhD in Paediatrics</li> <li>Experience of clinical assessment at a tertiary level.</li> <li>Trained in ADI, 3DI or other similar tool</li> </ul>		D	A
Experience/Knowledge			
<ul style="list-style-type: none"> <li>Demonstrable knowledge and experience of working in children's services, specifically with children with complex health care needs including neurodevelopmental issues, and with CYP experiencing social vulnerability</li> </ul>	E		A/I



<ul style="list-style-type: none"> <li>• Experience of working in partnership with external networks/agencies</li> <li>• Familiarity with a wide range of tools used in assessment of children with autism and communication disorders</li> <li>• Demonstrable experience and expertise in managing children and young people experiencing social vulnerability, safeguarding and child protection processes</li> <li>• Record of active involvement in clinical governance, audit, management</li> <li>• Experience of teaching and training undergraduates, postgraduates and junior medical staff</li> <li>• Experience of implementing service improvements within a service</li> </ul>			
<ul style="list-style-type: none"> <li>• Experience of working with children or young people who are gender questioning</li> <li>• Track record of research, publications/ understanding / knowledge of Research Ethics.</li> <li>• Knowledge of gender identity in its wider sense and of the evidence base/research landscape for gender identity</li> </ul>		<b>D</b>	<b>A/I</b>
<b>Skills/Abilities</b>			
<ul style="list-style-type: none"> <li>• Exceptional verbal and written communication skills</li> <li>• Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.</li> <li>• Excellent interpersonal skills; empathy, understanding, listening skills, patience and ability to work co-operatively with others.</li> <li>• Ability to provide, receive, analyse and communicate complex, highly sensitive, confidential, or highly contentious information</li> <li>• Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure.</li> <li>• Ability to work as part of a team.</li> </ul>	<b>E</b>		<b>A/I</b>
<ul style="list-style-type: none"> <li>• Evidence of leadership attributes and experience.</li> <li>• Evidence of motivational skills.</li> </ul>		<b>D</b>	<b>A/I</b>



**Children and Young  
People's Gender  
Service**

London

**Criteria Key:**  
**Review Method:**

Essential: **E**  
Application form: **A**

Desirable: **D**  
Interview: **I**

Test: **T**