



Barnet, Enfield and Haringey



Mental Health NHS Trust

A University Teaching Trust

1

Job Description

Consultant Psychiatrist

Child and Adolescent Mental Health Services

Full Time 10 PAs

Holly Oak Clinic
Dennis Scott Unit
Edgware Community Hospital,
Burnt Oak Broadway
HA8 0AD



Chairman:
Chief Executive:

Mark Lam
Jinjer Kandola



CONTENTS

	Page No.
1. Introduction to the post	3
2. Details of the post	3- 13
3. Person Specification	14 - 15
4. Service Details	16 – 20
5. Contact Details	21
6. About BEH-MHT	21 – 23
7. The Trust Vision / Objectives	24- 26
8. The Trust Board	26



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1. Introduction to the post

Post: Consultant in Child and Adolescent Psychiatry

Contract:

Full Time 10 PA's

Duration:

Substantive

Salary:

£93,666 - £126,281 pro rata

Base:

Holly Oak Clinic, Dennis Scott Unit

RCPsych approval details:

LON CEN-CO-STH-2024-01760 (Approved)



Service Line:

CAMHS Division

Responsible to:

Dr Navin Chandra, Clinical Director, CAMHS Division

Professionally Accountable to:

Dr Vincent Kirchner, Chief Medical Officer

3



2. Details of the post

General

Barnet, Enfield & Haringey Mental Health Trust seeks to appoint a Consultant Psychiatrist in the Child and Adolescent Mental Health Services based in the London Borough of Barnet. The post is 10 Programmed Activities.

The post is a Consultant Psychiatrist post working with children with mental health difficulties in the generic CAMHS pathway. It is a substantive/permanent post that has been established for many years in the Trust. The current post-holder is taking on management responsibilities. This post-holder will be professionally accountable to the Chief Medical Officer of BEH Mental Health NHS Trust & C&I Foundation Trust partnership, and managerially to the Clinical Director of the CAMHS Division.

Barnet CAMHS is transforming its clinical services in line with the Thrive Model with a stepped offer of care within two pathways: Generic CAMHS Emotional and Behavioural/ ADHD pathway and Neurodevelopmental (ASD/LD) pathway.

This is a substantive consultant post in a well-functioning Multidisciplinary team and will offer the post holder the opportunity to play an active clinical leadership role within the team.

Clinical Duties

- The role of ensuring that clinical care provided to the service users is of a high quality and is provided within the Trust's policy framework. The post holder will have a caseload of about 70 cases.
- The post holder will undertake the necessary clinical administrative duties associated with providing excellent patient care.
- The post holder will be an active member of the multidisciplinary team, and therefore attend multidisciplinary team meetings and provide advice and support to the team.
- To support the further transformation of the service and lead on QI projects.
- To ensure all cases are appropriately allocated to professionals within the expertise and skills available in the team.



- To play a role in implementing children and young people's IAPT.
- To diagnose, formulate, treat and manage Children and Young People with complex and severe mental health disorders.
- To actively engage in links with other parts of Child & Adolescent Mental Health Services, Primary Care Services, Social Services and other agencies relevant to the services.
- To have primary responsibility for cases where they have direct face to face contact
- To have shared responsibility for cases on which they collaborate or co-work with other professionals.
- To lead in pathways as indicated.
- Ensure all cases receive an appropriate treatment modality within the existing resources.
- To be available to other professionals when they need to discuss cases.
- Manage an established caseload, including neurodevelopmental cases some of whom are on medication.
- Assess newly allocated cases and formulate appropriate treatment plans in collaboration with colleagues in other disciplines.
- Complete relevant paperwork, including maintaining the electronic record and participating in routine outcome monitoring of clinical work.
- Undertake other duties (as negotiated) which contribute to the good functioning of the clinical team.
- To conduct one audit per year
- Participate in the day time psychiatry consultant second on call rota. Other clinicians provide the first on call rota.
- Participate in an out of hours consultant on call rota from 5pm-9am and at weekends.

Education:



- Provide weekly supervision to CT1-3's doctor and ST 4-6 higher specialist trainee, in line with the Royal College of Psychiatrist and BEH standards.
- To contribute to the teaching of Medical Students and Trainee Doctors.
- To engage in the Academic Teaching Programme.

Leadership:

- The post holder will form part of the leadership team and will be encouraged to innovate and help in transformation of CAMHS services.

Management:

This is not a formal management position, however as a consultant psychiatrist you are expected to:

- Support the team manager in managing members of the multi-disciplinary team to ensure a high level of patient care and ensure patient safety.
- Act as line manager to all medical members within the team offering clinical supervision as appropriate.
- Address all areas of clinical governance within the multidisciplinary team. The components of clinical governance include: Education and Training, Clinical Audit, Clinical effectiveness, Research and Development, Openness and Risk Management.
- Accountability is to the clinical director of CAMHS division.
- The appointee will take a proactive role in the management of the service through membership of the CAMHS Forum.

Referrals:

Approximately 600 referrals per annum to the generic CAMHS team at Holly Oak Clinic, from Health, Social Services, Education professionals.



Multidisciplinary Team at Oak Clinic.

Staff Type	Whole Time Equivalent
Consultant Psychiatrist	1.5
Postgraduate Trainee (CT2-3) and Higher specialist trainee	1+1
Clinical Psychologists	2 (1 Band 8a+1 Band 7)
Trainee Clinical Psychologist	1
Child and Adolescent Psychotherapists	1.4 (0.6 Band 8c +0.8 Band 7)
Nurse Specialist	1 (Band 8a)
Family Therapists	1.8 (1 Band 8a+0.8 Band 7)
Trainee Family Therapist	1.0
Administrator	2.0

7

Clinical Governance

The appointee will be involved in clinical audit and QI activities along with development of best practice in the operation of Clinical Governance with in Barnet, Enfield and Haringey Mental Health Trust and be a member of the BCAMHS Clinical Governance Group (monthly). The posholder will be expected to lead on atleast 1 QI project or audit activity.

Teaching and Research

Teaching to medical students and Paediatric Team and Tier 1 professionals. The Trust supports research.

Continuing Professional Development (CPD)

Through the Continuous personal development framework, the Trust supports Consultant Psychiatrists to remain up to date with evidence based treatments. The post holder will be supported to maintain their CPD activities. The post holder will be expected to register for CPD with the Royal College of Psychiatrist and participate in a Peer Group as part of the requirements for Appraisal and Revalidation. A Consultant CPD/Peer Group is active in Barnet CAMHS.

Annual Leave

Consultant Psychiatrists are entitled to 33 days of annual leave per annum and pro rata. This rises to 35 days in line with NHS service. Up to five days of annual leave in one year can be carried over



with the agreement of the Clinical Director. The Consultant Psychiatrists in Barnet CAMHS provide clinical cover to this post during periods of study and annual leave.

Study Leave

Consultant Psychiatrists are eligible to apply for a maximum of 30 days of study leave in any period of 3 years. **There is an annual study budget of £700.00 per year to help with continued professional development.**

8

Leadership and Management

To provide clinical and professional leadership within the post and take part in management activities and governance processes related to the post or the wider service within which it is embedded. As a senior clinician, to have an integral role in the performance of the team, further development of the service, and the development of the clinical pathways and priorities of the service line.

Accountability

The post-holder will be professionally accountable to the Trust Board through the Trust Medical Directorate and managerially accountable to the Clinical Director(s). She/He will relate managerially to the Barnet Community CAMHS Service Manager Sabrina Pillay.

Accommodation

The consultant will have an independent office within the CAMHS base clinic.

Administrative Support

Named administrative support will be made available to the post-holder through the Administrative services of the Team.

IT Support

The Consultant Psychiatrist has access to a Trust desktop computer in the Team Base and a laptop computer to facilitate mobile working. The Trust electronic record keeping system is RiO. The postholder will also be provided with a work mobile as well.



Library

Barnet Hospital Postgraduate Centre and library facilities at St Ann's Hospital

Operational Management

The Consultant Psychiatrist is a member of the CAMHS Leadership Team in Barnet. The Consultant is expected to advice on strategic challenges to the Service that are in keeping with national policy and guidance and local agreements with Commissioners.

9

Line Management

The Consultant Psychiatrist is operationally accountable to the Clinical Director of CAMHS Division. Day-to-day management lies with the Service Manager of Barnet CAMHS. The Consultant Psychiatrist will be expected to work closely with the Leadership Team.

Professional Accountability

The Consultant Psychiatrist is accountable to the clinical director of CAMHS division for the professional responsibilities of their role that include maintaining high standards in clinical practice and engaging with Annual Appraisal on a path to Revalidation.

Medical Support

There are three Core Trainee posts in Barnet CAMHS. The post holder will provide supervision to one Core Trainee and the higher specialist trainee. Consultant Psychiatrists will need to be an accredited Clinical Supervisor and will be supported by the Trust to achieve accreditation.

General Responsibilities

In addition to principal areas of clinical work, the post-holder will have other responsibilities, including:

- Compliance with legal obligations covering clinical practice (e.g. Mental Health Act and Code Practice, The Children Act etc.)



- Compliance with proper and safe discharge procedures for in-patients (e.g. in line with DoH Guidelines on Discharge and Caring for People: The Care Programme Approach)
- A commitment to ensuring that people from all ethnic groups have equitable access to appropriate services.
- Ensuring successful multidisciplinary working
- Maintaining good relationships with general practitioners, the PCT, Social Services, and voluntary sector organisations.
- Compliance with Trust procedures that involve users in their care
- Compliance with Trust procedures with regard to responsibility to carers
- Compliance with procedures whereby doctors report concerns about the professional conduct or competence of medical colleagues
- Participating in medical and multidisciplinary audit and other procedures for clinical governance
- Compliance with the regulations of the Royal college of Psychiatrists on Continuing Medical Education
- Compliance with confidentiality as advised by professional and DoH Guidelines
- Covering the Section 12 approved doctor rota (provided by the Specialist Registrars) when on-call and providing Section 12 assessments. This will involve being available to give more senior advice and if necessary assess the patient at the request of the Specialist Registrar.
- Compliance with Trust procedures over child protection

Consultants have continuing responsibility for the care of patients in their charge and for proper functioning of departments. They are expected to undertake the administrative duties associated with the care of their patients and the running of their clinical departments. All Consultants take responsibility both singly and corporately for the management of junior medical staff. In particular they are expected to be responsible for approving and monitoring junior staff holidays and study leave, and junior staff locum arrangements where appropriate. Consultants are expected to be



part of the management structure within the unit.

The role and its responsibilities

Job Plan and Work Programmes

The Job Plan contains 10 Programmed Activities (10 PA) per week including a day time duty call rota. The Consultant Psychiatrist will be expected to discuss and agree a detailed job plan, including personal objectives, within three months of the start date, informed by a diary exercise.

11

Timetable

To be agreed with the Clinical Director. Direct Clinical Care (DCC): clinical reviews, multi-disciplinary meetings, community visits to patients, clinical supervision, and administration are classed as DCC programmed activities. Supporting Programmed Activities : Clinical Governance, attendance at CPD activities are classed as Supporting Programmed Activities.

Indicative Timetable

To be agreed with Team, the Service Manager and the Clinical Director, but a possible timetable is given below based on a 7.5 Direct Clinical Care and 2.5 SPA split. There is flexibility around the timetable.

Monday	Tuesday	Wednesday	Thursday	Friday
9.00-9.30-MDT discussion of new assessments 9.30-12.00-Clinical work	9-11.30- Direct clinical work 11.30-1 PM- Team meeting 12-1 PM-2 nd Tuesday peer	9.00-12.00- Review of patients (Clinic)	9.00-12.00 Review and assessment of patients (Clinic)	Supported programme activity including QI, audits, leadership and



12-1-Post assessment MDT discussion of new assessments	group meeting with Barnet CAMHS consultants			innovation
2-5-Admin times	2.00-5.00 PM- Supervision of CT2-3 trainee followed by supervision of higher specialist trainee	Academic and QI activity 3-4 Monthly CAMHS Consultant meeting 4-5-Peer group meeting with Barnet consultants every 3 rd Wednesday	1.00-5.00- Review and assessment of patients (Clinic)	2.00-5.00- CPD

Out-of-Hours Responsibility

The post-holder will participate in the integrated BEH Consultant CAMHS 1 in 15 on-call rota. This amounts to approximately 2 days per month for a full-time post. The post-holder will receive a 5% on-call allowance and 1PA and will be second on call. There is a crisis MDT support between 5PM and 12 midnight on weekdays and from 9.00 AM-12.00 midnight during weekends. The consultant will provide mostly telephone support to clinicians when on call. We are in the process of developing a 24/7 clinical service in line with expectations of NHS long term plan. The consultant will have to assess young people for Mental Health Act out of hours when they present in a crisis. There is no expectation to assess young people presenting to the A&E after 12 midnight.

The post-holder will arrange for cover for annual leave days and training days in mutual arrangement with consultant colleagues within the Barnet CAMHS team.



Mentoring and Peer Support

The Trust supports new Consultants in identifying a mentor of their choice to guide them through their early years working as a Consultant Psychiatrist in the Trust. The Consultant Psychiatrist is required to belong to a Peer Group as part of the requirements of Appraisal and Revalidation. The Trust supports the active participation in a professional Peer Group.

Appraisal and Revalidation

The Trust has infrastructure in place to support the annual Appraisal of Consultant Psychiatrists using the EQUINITI electronic system. The Professional Medical Lead for appraisals in the partnership ensures the Consultant Psychiatrists engage in Annual Appraisals.

Consultant Psychiatrists are supported towards their Revalidation with the General Medical Council (UK) using the Annual Appraisal process on the path to Revalidation. Dr Koye Adutoye is the partnership's Lead on GMC Revalidation for Consultant Psychiatrists.

The Consultant Psychiatrist will be a member of the Barnet Consultants' Senior Medical Staff Committee.

Statement on Equality and Diversity

In 2022 the Trust published its Equality, Diversity and Inclusion Strategy 2022–2025 as a joint strategy with Camden & Islington NHS Foundation Trust. The aim is to create and sustain a fair and just environment where all staff are supported to make their best contribution, and have their experience, concerns and ideas heard.

The aim is that all of the Trust's patients have equal and timely access to care that continues to be tailored to their needs and the Trust will build its role as an "anchor" organisation in the local economy in a way that brings tangible benefits to the communities that are served.

The Trust strives to be a great and inclusive place to work where discrimination, bullying and harassment are not tolerated, where opportunities to develop and progress are open to all, and where staff are invested in so that they thrive at work and feel valued for their contribution to outstanding patient care.



Wellbeing

The post holder will have access to the Occupational Health (OH) Department, (St Ann's Hospital, London N15 3TH, telephone 0208 702 6641, email northmid.behoccupationalhealth@nhs.net).

The post holder may self-refer or be referred through their manager. Details about occupational health are disseminated at induction and regularly during time in post.

General support and advice: 020 8702 6330

The post holder can call this number to ask about pay, leave and any other non-clinical information. This line will be staffed 9am-5pm, Monday to Friday by the Workforce and other corporate services teams.

Psychological support: 020 8702 4050

The post holder can call this number if they are feeling anxious about the current context whether it relates to work or outside of work and they want to speak to someone confidentially other than their line manager or colleagues. This confidential line is staffed by a rota of BEH psychological therapists at set times in the day: 9-10am and 1-2pm, Monday to Friday (excluding Bank Holidays) and will automatically switch through to the next available clinician.

Outside of these times, the post holder can call our Employee Assistance Programme which provides a range of support including counselling and is available 24/7 on 0800 174319.

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and our borough Clinical Director or Professional Medical Lead can provide support and advice as needed after the incident.

BEH is committed to providing opportunities to support your holistic wellbeing and as such there are a range of support, offers and guidance available to covering mental and physical wellbeing and financial advice. These can be found on the trust's Health and Wellbeing intranet page.



Person Specification

Person Specification – Consultant in Child and Adolescent Psychiatry

	Essential	Desirable
Qualifications & Experience	<p>Full Registration with the General Medical Council UK</p> <p>On the General Medical Council Specialist Register or within six months of obtaining a CCT</p> <p>Section 12(2) Approval under Mental Health Act and eligible to act as Responsible Clinician for detained patients or eligible</p> <p>Membership of a professional indemnity organization</p> <p>Engagement with Annual Appraisal</p> <p>Experience of Safeguarding Children framework</p>	<p>Membership of the Royal College of Psychiatrists</p> <p>Higher degree in a relevant subject</p> <p>Experience of working in a culturally diverse area</p>
Leadership and Management		<p>Experience of Clinical Leadership</p> <p>Engagement with Service Management</p> <p>Management Training</p> <p>Understanding of contracting, finance and activity monitoring</p>
Teaching and Training	<p>Experience in multi-disciplinary teaching</p> <p>Negotiation skills</p>	<p>Qualification in Teaching</p> <p>Achieved competencies to be Clinical Supervisor in accordance with HEE requirements</p>
Research		<p>Experience of co-operating in Clinical Research</p> <p>Publication in a peer-reviewed journal</p> <p>Leading Clinical Research</p>



Quality Improvement Productivity Protection	Experience of QIPP activity	Experience of developing a service component Experience of leading management projects
IT experience and skills	Experience in data gathering and management Basic computer skills, including ability to use e-mail and Internet Ability to work within a multi-disciplinary team	
Personal Qualities	Enthusiasm and commitment to the NHS Highest level of integrity and probity Capacity to respond positively to the changing NHS environment Excellent communication skills in verbal and written media	

Profile of Child and Adolescent Mental Health Services (Barnet)

Background

The Barnet, Enfield and Haringey Generic CAMHS Service is provided from Oak Lane Clinic for the East side of the borough and Edgware Community Hospital on the West side of the borough.

Barnet is the largest of the London Boroughs within North Central London. With a total population of 331,139, and has the second largest number of under 18 year olds in London.

According to ONS, 23.6% of the population of Barnet is aged under 18. Barnet's population aged 5-17 is expected to grow by 5.5% by 2024. There is a wide variety of ethnic origin - 31% of school children are non-White, with 9% of Indian origin and 4% Black Afro Caribbean - with 69% White and with increasing numbers of asylum seekers. Economically, Barnet is a very mixed area, ranging from a high level of affluence to areas of severe deprivation.

Barnet CAMHS services receive approximately 2,800 referrals per annum approximately 600 referrals to the Generic Teams in the East and West and approximately 300 to Barnet Adolescent Service. The other referrals are made to the targeted teams.



The Child and Adolescent Mental Health Service in the London Borough of Barnet has been established for many years serving the children and families in the Borough. BEH Provides Specialist Mental Health services and the Mental health Support Teams and services working at Getting Advice and Getting Help are located within the local authority of LBB. BEH CAMHS has strong links with partner organisations operating in the Borough both statutory agencies and Third Sector agencies. Services are commissioned principally by Barnet CCG with some services part-funded by the Local Authority. CAMHS Services are well-integrated in the Trust and have good interface relationships with Adult Mental Health Services.

The CAMHS provide for children and young people up to the age of 18 years or until the needs are such that it is more appropriate for them to be transferred to the Adult Mental Health Services.

Barnet CAMHS consists of several teams within one overall management structure, which work closely together to enable seamless transitions for children and young people needing to move from one team to another. The teams include Generic CAMHS, Barnet Adolescent Service (BAS), Paediatric Liaison, Service for Children with Neurodevelopmental Disabilities (SCAN) and Barnet School HEWS Project, Adolescent Crisis Team, Transforming Care Team.

BEH CAMHS is also an active member of the North Central London Collaborative and the New Care Models Collaborate NCEL.

CAMHS works closely with the local Developmental Pediatricians and General Practitioners.

CAMHS (Generic Team) provides assessment and treatment for children and young people with serious mental health disorder.

Clinical Outcomes

CAMHS uses Child Outcome Research Consortium (CORC) and CYP-IAPT frameworks. Barnet CAMHS is committed to collecting clinical outcome data across the service using CHI-ESQ questionnaire and Parent and Young People focus groups.

Barnet CAMHS Services



Barnet School HEWS Project

A Tier 2 traded service provided to Primary and Secondary Schools in Barnet

Generic CAMHS East - Oak Lane Clinic

Consultants: Dr Amina Tareen, Dr Katherine Kennett.

Generic CAMHS West – Edgware Community Hospital

Consultants: This post and Dr Nwisi (locum).

Barnet Adolescent Service (BAS) – Edgware Community Hospital

Consultant: Dr Anjum Bashir (Locum)

Pan district. Ages 13-18 years.

Neurodevelopmental (ASD Assessment) pathway and Service for Children with Neurodevelopmental Disabilities (SCAN) – ECH

Consultant: Dr Modupe Imasogie (Locum)

Dr Janaki Bansal.

Paediatric Liaison Team: Dr Kiran Nijabat and Dr Ros Dharampal.

Other Services Providing for Barnet children and young people

Tavistock and Portman Clinic

There is a wide range of outpatient services provided by the Tavistock Clinics' Child and Family Adolescent Departments, as well as the Portman Clinic.

Royal Free Hospital CAMHS & Eating Disorder Service

Provides a generic service and also specialist for all children and young people with weight losing eating disorders in Barnet catchment area.

LAC and Tier 2 Schools Project

Provided by London Borough of Barnet with psychiatry time (LAC) employed by BEH to support psychotherapeutic work

Inpatient Services:

Acute Adolescent Unit, Beacon Centre based at Edgware Community Hospital: 12 inpatient and 5 day hospital beds 13-18 years

Dr Amit Biswas and 0.8 WTE New Consultant post currently vacant



Other teams and services in the Barnet Directorate include:

Barnet North Locality Team
Barnet West Locality Team
Barnet South Locality Team
Psychology Hub
Personality Disorders Team
Primary Care Link-working
Barnet Early Intervention Service (EIS)
The Well-being Clinic
Intensive Enablement Team (Community Rehabilitation)
Barnet Crisis Resolution and Home Treatment Team (CRHTT)

Borough In-patient Services
Older Adult Community Mental Health Teams
Memory Clinic
Barnet Learning Disabilities
Generic CAMHS Teams
Specialist CAMHS Teams including Adolescent Outreach, Paediatric Liaison and Neuro-developmental Disorders
Adult ADHD (Trust-wide)
Barnet Mental Health Liaison Team

Research, Education and Training

Research

Dr Ilyas Mirza is Director of Research & Development for the Trust. The department is based in St. Ann's Hospital. The Trust is a member of the UCL Partners Academic Health Sciences Consortium.

Education

As a teaching organisation the Trust actively promotes high standards in training in all professions. Lubna Anwar is the Director of Medical Education and is responsible for Medical Training and Education across the Trust. The Trust has strong links with the Department of Psychiatry and Behavioural Sciences in UCL in the provision of undergraduate and postgraduate training. Core and higher trainees are from the UCL



Partners Training Programmes.

Trust SASG Tutor

The Trust is committed to the development of its medical staff. The Trust has appointed Dr Anna Sobel as the SASG Doctor Tutor to ensure the Trust supports the Specialty Doctors in their professional development.

Quality Improvement

The Trust is a learning organisation that actively encourages service development and innovation. Quality Improvement (QI) activity is at the core of the function of the Trust in its provision of services. The Trust has recently partnered with the Haelo group from Salford Royal Trust in this regard. The Trust encourages service user and carer involvement in service development. It encourages feedback and incident reporting in order to improve services. It has an annual 'Dragon's Den' fund to which all staff are encouraged to submit proposals. The Trust won prestigious Health Service Journal awards in 2015 and 2016 for innovative projects.

Clinical Networks

To ensure high-quality clinical care across Trust services networks of services are in place where clinicians working with specific patient groups set standards in clinical practice, share experience, and inform the Trust of innovations in clinical care.

Contact Details

For further information, please contact:

Dr Navin Chandra Clinical Director PA: Luisa Lazarus 020 8702 6040	Sabrina Pillay Service Manager Barnet CAMHS Tel: 020 8702 4500
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BEH Website: <http://www.beh-mht.nhs.uk/>



About Barnet, Enfield and Haringey Mental Health Trust

We are a large provider of integrated mental health services in Barnet, Enfield and Haringey and also provide community health services in Enfield. We currently employ 3,000 staff and our annual income is £212 million. We serve a population of 1.2 million and operate services from five main inpatient sites and a further 25 sites in the community.

21

We look after people's mental and physical health in our hospitals or in the community.

We provide a range of mental health services for young people and adults. These include enabling our patients to overcome phobias and anxiety, or to come to terms with bereavement or teenage pregnancy. We also have expert staff helping people deal with bipolar, schizophrenia or the onset of dementia.

In Enfield we provide a full range of child and adult community health services, which we are busy integrating with our mental health services. This means, for example, that we can treat someone's diabetes and their mental health at the same time providing a better, more holistic level of care.

We have a renowned North London Forensic Service (NLFS), rated as 'Outstanding' by the Care Quality Commission. This service, based in Enfield, cares for and treats people in low and medium secure environments.

The NLFS is the provider of the National Stalking Clinic, and in partnership with the Metropolitan Police jointly deliver the Fixated Threat Assessment Centre (FTAC). This service provides risk assessment and management for the member of the Royal Family and Government who are receiving undue attention from people who have mental health issues. NLFS also started a service with the Metropolitan Police and the Suzy Lamplugh Trust called the Stalking Threat Assessment Centre (STAC). STAC, in contrast to FTAC, helps victims and perpetrators of stalking who are ordinary members of the public. In addition, NLFS delivers mental health care in HMP Brixton, HMP Pentonville and HMP Wormwood Scrubs in London and HMP Grendon and HMP Springhill in Buckinghamshire. NLFS also provides mental health services at HM Young Offenders Institutions at Aylesbury and Feltham.

As a Trust we also provide one of the largest eating disorders services in England, featured in a highly-acclaimed Louis Theroux BBC2 documentary, as well as drug and alcohol services, and psychiatric liaison.



In 2014 we were awarded 'University Affiliated' by Middlesex University. The 'University Affiliated' status facilitate stronger working relations, including the opportunity for experienced academics at Middlesex and experienced clinicians within the Trust to co-produce mental health education and research projects which meet the needs of local people. This agreement will enhance the current partnership between the two organisations, demonstrating a strong commitment to education, research and development.

BEH Mental Health NHS Trust and Camden & Islington Foundation Trust have been developing a partnership (North London Mental Health Partnership) over the course of the past 18 months in line with development of North Central London ICB and have now been given permission to formally merge into a single trust by NHS England which is expected to take place by the end of October 2024. The development of this partnership also gives the opportunity to increase partnership with academic CAMHS unit within UCL.

22

Our main locations

We operate from five main sites:

- St Ann's Hospital, St Ann's Rd, London N15 3TH
- Chase Farm Hospital, The Ridgeway, Enfield, Middlesex EN2 8JL
- Springwell Centre, Barnet Hospital, Wellhouse Lane, Barnet, Hertfordshire EN5 3DJ
- St. Michael's Primary Care Centre, Brigadier Hill, Enfield, Middlesex EN2 0NB
- Edgware Community Hospital, Burnt Oak Broadway, Edgware, Middlesex HA8 0AD

New St Ann's Site

The Trust's plans for the redevelopment of St Ann's Hospital in Haringey are progressing rapidly following final approval by NHS Improvement in October 2018.

The Trust received full Planning approval in March 2018 from Haringey Council for the new mental health inpatient building, to replace the current three adult mental health wards and the specialist eating disorders ward. This follows a lot of work with patients, carers and staff and the Trust's design and build partner, Integrated Health Projects.

Construction of the new mental health building has begun with completion by early 2021. This is very exciting news for the Trust, its patients and staff. It means that the current wards at St Ann's Hospital will be replaced by brand new, state-of-the-art

facilities, which will be amongst the best in the country.



NEW INPATIENT BUILDING

Design Concept

The consolidated hospital creates a more pedestrian-friendly environment. A new north-south axis.

The building has been designed to create a calming environment for its patients, staff and visitors. The proposal provides a high quality therapeutic environment; good natural daylight, external views, and direct access to secure outdoor space.



Building Configuration

The proposed building is predominantly two-storeys in height with two 18-bed wards on the Ground Floor and one 18-bed and one 20-bed (Eating Disorders) ward on the First Floor. There is recessed plant at roof level behind a parapet wall. A central area accommodates the building's main entrance, primary circulation, and shared spaces (family visiting, etc).

Sustainability

The building is designed to achieve BREEAM (healthcare) 'Excellent'. The roof is flat to take extensive photo voltaic panels. It is the intention to create a combined heat and power unit (CHP) shared with the planned residential development on the adjacent disposed hospital land.

7. The Trust vision

Our motto

Supporting healthy lives

Our vision

To support healthy lives and healthy communities through the provision of excellent integrated mental and community healthcare

Our values

The Trust's values are:

Compassion

Respect



Being Positive
Working together

Strategic Aims

Revised Trust Objectives for 2020/21

Excellence for
service users

1. Ensure the best care possible for our patients through delivering all performance and quality standards
2. Develop community-based integrated services in line with the NHS Long Term Plan
3. Make co-production with service users a key principle to ensure our services reflect the diverse needs of our communities and reduce health inequalities
4. Develop consistently safe care pathways for all patients

Empowerment for
staff

5. Embed our Values across everything we do, including the development of our leaders
6. Attract and retain sufficient staff, with the right skills and values
7. Support the physical and mental health and wellbeing of all our staff
8. Actively focus on improving diversity, inclusivity and equality for all our staff, so our services respond to the diversity of our communities and we improve our Workforce Race Equality Standard position

Innovation in
services

9. Meet our financial control total by March 2021 by delivering the financial plan, including cost pressures and capital programme while preparing our efficiency plans for 2021/22
10. Increase the flexibility of how we provide services to patients and how our staff work, including increased digital contacts with patients and more agile working for staff
11. Provide more useful information to help deliver high quality services through integrating our data sources
12. Achieve an Outstanding Care Quality Commission rating by December 2021 through delivering our Brilliant Basics priorities and embedding Quality Improvements

Partnerships with others

13. Increase our impact as a major employer in our local community and beyond
14. Improve the quality and delivery of our clinical and corporate services through increased working with partners across North Central London
15. Be a high-quality delivery partner and commissioner of specialist mental health services within the North London Provider Collaborative
16. Be a leader in the development of integrated health and social care partnerships in North Central London

25

8. The Trust Board

Executive Directors:

Jinjer Kandola, CEO

Natalie Fox, Deputy CEO and Chief Operating Officer

Darren Summers, Deputy CEO and Executive director for Partnerships

Vincent Kirchner, Chief Medical Director

Jess Lievesley, Executive director of strategy, transformation and organisational effectiveness

Amanda Pithouse, Chief Nursing officer

Sarah Wilkins, Chief digital & Performance Officer

Samanthi Gibbens, Chief Financial Officer

Susan Young, Interim Chief People Officer

Chairman/Non-Executive Directors:

Lena Samuels, Chair

Sue Rubenstein, Vice Chair

Charles Waddicor, Non-executive director

Catherine Jarvis, Non-executive director

Paul Pugh, Non-executive director

Anu Singh, Non-executive director

Claud Williams, Non-executive director

Dr Farah Jameel, Non-executive director

Dr Ivan Beckley, Associate non-executive director

Sheetal Balani, Associate non-executive director

