

JOB DESCRIPTION

JOB DETAILS

Job title:	CYPS Registered Practitioner – High Intensity CBT Senior Mental Health Practitioner
Job code:	GHC868
Band:	6
Location:	MHST in Schools (Gloucester, Cheltenham, Forest of Dean)
Accountable to:	CYPS Team Manager

JOB PURPOSE

- Provide a range of specialist CYPS assessment and treatment interventions for children and young people as well as their families/carers who present with emotional and mental health difficulties as well as those children and young people who have learning disabilities.
- Work with clients who have a range of anxiety and depression related problems for which CBT is demonstrated to be clinically effective.
- Undertake clinical responsibility for a caseload, adhering to risk management and care planning processes in line with Care Programme Approach (CPA) and liaising with Trust and multi-agency partners across Gloucestershire as required.
- Provide CYPS specialist clinical risk assessments (including Self Harm assessments) and complex risk management plans as part of routine clinical work.
- Provide clinical interventions within a multidisciplinary team where expected roles, responsibilities and activity/performance expectations are outlined within a personal (team based) job plan. This job plan will be reviewed on a quarterly basis and may be adjusted to meet team or service led requirements.
- Ensure high quality, accurate and contemporaneous clinical record keeping is maintained in line with current Trust policies.
- Provide CYPS consultation, training and advice to professionals working within a range of children's services within Gloucestershire on a routine basis.
- Provide clinical supervision to staff as required as well as CPD learning activities within the team.
- Provide professional based clinical reasoning, knowledge, skills and competencies regarding a range of CYPS therapeutic interventions.
- Demonstrate commitment to working with team colleagues to develop a strong multidisciplinary ethos and focus to delivering high quality clinical services.
- The "voice" of the child will be central to developing personalised care planning for all children and young people.

DIMENSIONS

Gloucestershire (CYPS) is provided county wide through geographically located community CYPS teams (Gloucester/ Forest of Dean/ Cheltenham/ Tewkesbury/ North Cotswolds/Stroud/ Cirencester).

The post holder will:

- Work as a CYPS Registered Practitioner and deliver CBT within a community team which accepts referrals from a wide range of multi-agency partners as well as providing an effective and timely response to urgent referrals.
- Offer formal clinical supervision to junior staff as requested
- Contribute to cross county CYPS Clinics regarding specific disorders as required.
- Ensure regular attendance at service wide and other CPD/core competency training events.

Contribute to ongoing service improvement initiatives (including implementing learning from continuous improvement cycles) which are in line with the current CYPS Service Plan or other service priorities. This may include undertaking clinical case reviews, routine audit, reviewing outcome measures and other research methodology.

CORE KEY RESPONSIBILITIES

Clinical

- Provide a range of specialist CYPS assessment and treatment interventions in line with the Choice & Partnership Approach (CAPA) system for children and young people (0-18yrs) as well as their families/carers who present with emotional and mental health difficulties as well as those children and young people who have learning disabilities.
- Assess clients for suitability for therapy / CBT. Make decisions on suitability of new referrals, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary
- • Formulate, implement and evaluate therapy programmes for clients. To draw appropriately from a range of assessment tools and methodologies. To interpret and integrate complex data and information from a variety of sources to develop psychological formulations and identify the most relevant intervention strategy. To monitor and evaluate progress, refining formulations and interventions as necessary. To assess and manage risk within an appropriate psychological framework.
- Undertake clinical responsibility and be able to work independently in managing a clinical caseload. This will include meeting all clinical and operational requirements expected of a CYPS Care Coordinator in line with the Care Programme Approach (CPA) as well as current evidence based or best practice. This will include collaboratively working and liaising with Trust and multi-agency partners across Gloucestershire as required.
- Provide CYPS specialist clinical risk assessments and risk management plans as part of routine clinical work ensuring that all aspects of clinical caseload work adheres to current Trust safeguarding as well as risk assessment and management best practice procedures. This will include undertaking specialist Self Harm risk assessments of children and young people.
- Provide formal clinical supervision to staff (as requested), including facilitating the development and consolidation of CYPS core skills and competencies.
- Offer regular student/trainee placements as requested, including meeting all teaching, assessing and preceptorship needs.

- Ensure regular attendance at service wide and other CYPS CPD/core competency training events.
- Provide CYPS clinical interventions within a multidisciplinary team where expected roles, responsibilities and activity/performance expectations are outlined within a personal (team based) job plan. This job plan will be reviewed on a quarterly basis and may be adjusted to meet team or service led requirements.
- As agreed within personal job plan, to provide profession based interventions within specific CYPS care pathways or clinics.
- Provide specialist clinical reasoning as well as CYPS specific consultation, training and advice to professionals working within a range of children's services within Gloucestershire on a routine basis.
- Work flexibly to provide CYPS interventions within a range of clinical and community settings dependent on service need.
- Ensure local lone working arrangements are considered and adhered to when delivering interventions within a community setting.
- Demonstrate commitment to the CYPS Children and Young People's Charter by ensuring routine clinical work reflects proactive involvement and collaborative working with children, young people and their parents/carers. Demonstrate commitment to ensuring the "voice" of the child is central to developing personalised care planning for all children and young people.
- Demonstrate commitment to working effectively with team colleagues to develop a strong multidisciplinary ethos and focus to delivering high quality clinical services.
- Contribute to service wide clinical rotas as requested (i.e referral management, responding to same day urgent referrals, CYPS Practitioner Advice Line).

Professional

- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP), and keep up to date on new recommendations/guidelines set by the department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
- Provide high quality written clinical/professional reports and other means of effective communication as part of routine clinical responsibilities.
- Implement routine outcome measures (i.e. ROMS) as part of CYPS Care Coordinator responsibilities.
- Be accountable for maintaining own professional actions guided by the profession specific standards and Code of Conduct. This includes carrying out continuous professional development (CPD) activity to maintain knowledge of legislation, national, local policies and issues in relation to both specific client group and wider clinical practice. This includes maintaining a professional Continuing Professional Development (CPD) log to meet professional expectations and requirements.
- Contribute to delivery of the current CYPS Service Plan as well as considering new/innovative ways of delivering clinical care to the CYPS population
- Contribute to providing out of hours CYPS services if requested by CYPS Management
- Change work base as requested by the CYPS Service Director

Leadership

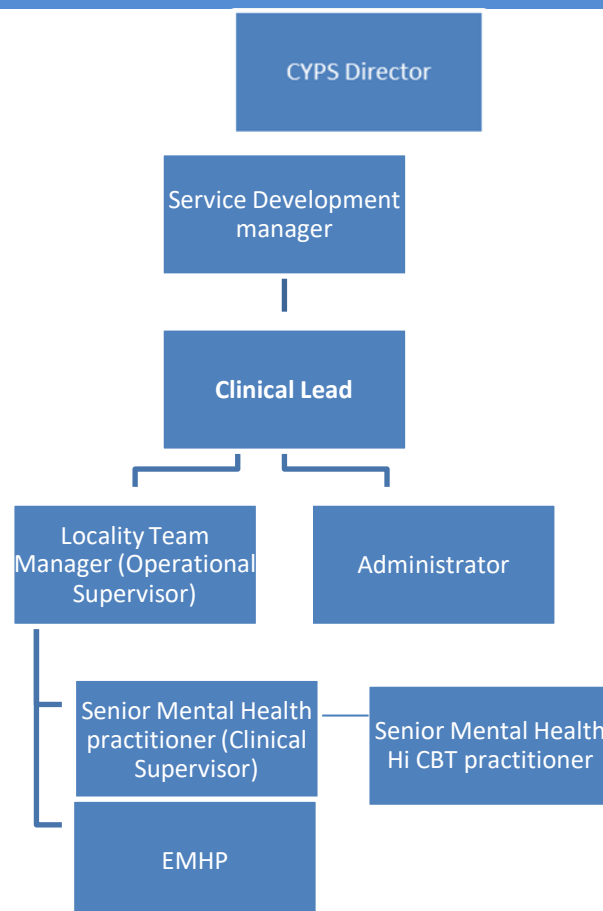
- Support existing team members in the provision of supervision of other team members including induction of new staff members.

- Contribute to service development and quality initiatives in line with local and national policies using audit and policy development.
- Undertaking other duties appropriate to the post as requested by senior managers.
- Ensure that through competent planning and organisational skills, the post holder allocates sufficient time to provide and receive ongoing clinical and managerial supervision, to include work load management.
- Provide mentorship to staff in training and other members of the multi-disciplinary team ensuring key training objectives are met.
- Implementing risk assessments and management plans on a daily basis working with people with common, severe, and enduring mental health problems who may become distressed.

SPECIFIC KEY RESPONSIBILITIES

Core key responsibilities will be agreed within personal job plans and will reflect the expected clinical and operational functions of the team.

ORGANISATIONAL CHART



COMMUNICATIONS AND WORKING RELATIONSHIPS

- Service users and carers
- Educational departments

- Multidisciplinary teams (Primary Care Assessment & Treatment Team (PCAT), Crisis Resolution & Home Treatment Team (CRHT), Recovery, Gloucestershire Recovery in Psychosis Team (GRIP) and AOT
- Other specialist teams both within and outside the Trust
- Professional leads
- Community staff
- Voluntary and statutory agencies including employment, education, housing and leisure services
- Police and probation services and county and district councils services
- Approved Social Workers
- Transport providers

EFFORT AND HEALTH & SAFETY FACTORS

- Working with service users in distress and who on occasion may be suicidal, hostile, confused and have difficulty communicating and as a result may pose risks to themselves or the safety of others
- Long periods of intense concentration are required regularly throughout the shift
- Invasive procedures such as Intra-muscular injections with associated risk of injury and infection
- Occasional exposure to body fluids
- Disposal of clinical waste
- Use of computer and VDU equipment

MOST CHALLENGING PART OF THE JOB

- Re-prioritisation of clinical and administrative tasks throughout the day based on urgency of need
- Implementing risk assessments and management plans on a daily basis and working with service users with severe and enduring mental health problems who are frequently distressed and emotionally disturbed, frequent exposure to violent or aggressive behaviour
- Working within a rapidly changing service, within budgetary limits
- Assessing and working with service users that are presented with self-harm and who are not supported by Mental Health Services

GENERIC RESPONSIBILITIES – ALL POST / ALL EMPLOYEES

The following are applicable to all posts and all employees:

Trust Values

The post holder will be expected to work in line with the Trust values which are:

- Working together
- Always improving
- Respectful and kind
- Making a difference

General Duties

To undertake any other reasonable duty, which is appropriate to the band when requested by senior staff.

To be familiar with and comply with all Trust and departmental policies, procedures, protocols and guidelines.

To demonstrate an understanding and commitment to Trust values and Staff Charter.

Professional and Personal Development

All staff must ensure that they are aware of their responsibilities by attending the Trust Mandatory Training and Induction programme.

All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member's progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.

Those with management/supervisory responsibility are required to ensure that their direct reports have an appraisal in line with Trust policy.

All staff will be expected to take responsibility for their own professional development and will be supported by the Trust to achieve development opportunities as appropriate.

Infection Control

All staff have a responsibility to ensure that infection control policies, procedures and guidelines are adhered to and to support the Trust's commitment to preventing and controlling healthcare associated infections (HAI).

Health and Safety

All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with Trust health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the Trust's Risk Management Policies & Procedures.

All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving children and young people, service users, carers, staff, contractors or members of the public using the Trust Datix system.

Confidentiality

All staff may gain or have access to confidential information about the diagnosis or treatment of children and young peoples, information affecting the public, private or work related staff information, or Trust matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.

All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.

All staff must ensure compliance with the data protection legislation.

Safeguarding: Adults and Children (Section 11 of the Children Act 2004)

Safeguarding: Adults (Care Act 2014) and Children (Section 11 of the Children Act 2004)

Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults. This includes keeping up to date with relevant training and seeking supervision.

Freedom of Information

All members of staff must be aware of their responsibilities under the Freedom of Information Act 2000. The Act gives individuals or organisations the right to request information held by the Trust. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Freedom of information Officer.

Working on Non-Trust Premises

All staff when working on non-Trust premises are bound by Trust policies and procedures, including home working policy; IT security policy; email and internet acceptable use policy information.

Smoke Free Premises

The Trust is committed to protecting and improving the health and welfare of staff, service users, carers, visitors and contractors, and protecting smokers and non-smokers from the

health dangers of second-hand smoke. Therefore all Trust premises are 'smoke free' and staff (and external contractors and visitors) must refrain from smoking in Trust buildings, vehicles and grounds.

Diversity and Promoting Dignity at Work

The Trust recognises the contribution of all employees to deliver responsive and quality services. We expect staff to value and respect the diversity of those who use or contact our services and to respond to the differing and diverse needs of others. We aim to have an environment free of bullying or harassment which would create an intimidating and unpleasant atmosphere impacting on staff wellbeing and service delivery. We want staff to be able to report issues knowing they will be dealt with promptly and sensitively.

All forms of bullying and harassment are unacceptable and will not be tolerated.

Data Quality

The Trust recognises the role of reliable information in the delivery and development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the Trust's Policy and Procedures for Data Quality

This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of Terms and Conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

Physical Intervention Descriptors

Working Well Pre-employment Assessment

Breakaway – Practical training in Breakaway techniques is intended to enable staff to reduce the likelihood, and risk of personal injury due to aggressive verbal or physical behaviour of others by providing evasion and self-protection strategies (**clinical and non-clinical**). Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session and to make controlled body movements. This will include the ability to adopt a stable body position to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso.

Positive Behaviour Management (PBM) – Practical training in the implementation of Physical Intervention techniques that are designed to temporarily gain control of a service user's behaviour at a time when they are placing either themselves or others at risk of injury. Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session. Depending on the technique each trainee will be able to adopt a 'stable stance'; balanced to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso. They will also be able to safely achieve a controlled movement to and from the floor in support of a service user.

Prevention and Management of Violence and Aggression (PMVA) – Practical training in the implementation of Physical Intervention techniques that are designed to temporarily gain control of a service user's behaviour at a time when they are placing either themselves or others at risk of injury. Training involves a degree of physical exertion; trainees are required to stand for the duration of the practical training session. Depending on the

technique each trainee will be able to adopt a 'stable stance'; balanced to prevent being pulled or pushed off balance, be able to shift body weight rapidly, and to achieve some limited rotation of the torso. They will also be able to safely achieve a controlled movement to and from the floor in support of a service user.

**Generic job descriptions provide a general outline for a given banding for a number of related posts. The detail of how the role is delivered and areas of application can therefore change from post to post.*

PERSON SPECIFICATION

Job title: CYPS Registered Practitioner – High Intensity CBT Senior Mental Health Practitioner

Job code: **GHC868**

Band: 6

Location: MHST in Schools (Gloucester, Cheltenham, Forest of Dean)

Accountable to: CYPS Team Manager

QUALIFICATIONS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Professional Health or Social Care qualification: RNLD, RMHN, OT, MHSW	Essential	Application form Assessment Interview
Demonstrate current registration with a regulated professional body/ organisation: NMC, HCPC, BPS, BABCP	Essential	Application form Assessment Interview
Evidence of formal post registration learning	Essential	Application form Assessment Interview
Qualification from the 1year High Intensity IAPT or CYPIAPT Course (Post Graduate Diploma).	Essential	Application, interview
Further post graduate qualification OR training and experience in CBT that meets full BABCP accreditation standards and will apply for accreditation on commencement of the post.	Essential	Application form Assessment Interview
Training in offering CBT to children and young people under the age of 18	Desirable	Application form Assessment Interview
Post graduate training within a relevant CYPS/CAMHS field or skill	Desirable	Application form Assessment Interview
Profession specific additional qualifications (i.e. LD, nurse prescriber, DBT, AMHP, family therapy or systemic practice)	Desirable	Application form Assessment Interview

Clinical supervisor qualification/training/ accreditation	Desirable	Application form Assessment Interview
---	-----------	---

LENGTH AND / OR NATURE OF EXPERIENCE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Significant clinical experience of delivering evidence based/best practice clinical interventions within CYPS or related services and/or adult mental health settings.	Essential	Application form Assessment Interview
Significant clinical experience of specialist care planning & case management/care coordination (including complex clinical risk assessment & management) within a mental health or learning disability setting.	Essential	Application form Assessment Interview
Experience of undertaking specialist Self Harm assessments of children and young people	Essential	Application form Assessment Interview
Significant experience of CYPS related multi-agency collaborative working and joint care planning,	Essential	Application form Assessment Interview
Experience of identifying and managing complex safeguarding concerns, including using formal processes to escalate safeguarding issues	Essential	Application form Assessment Interview
Experience of providing specialist CYPS related consultation/training and advice to partner agencies	Essential	Application form Assessment Interview
Significant experience of providing personalised care planning to meet mental health or learning disabilities needs	Essential	Application form Assessment Interview
Significant experience of delivering profession-based interventions within a clinical/therapeutic setting	Essential	Application form Assessment Interview
Experience of providing CYPS related training to other practitioners and/or specialist consultation/support to partner agencies	Essential	Application form Assessment Interview
European Computer Driving Licence (ECDL)	Desirable	Application form Assessment Interview
Working knowledge of Microsoft Office packages, e.g. Word, Excel, PowerPoint, Publisher and Outlook	Essential	Application form Assessment Interview
Experience of providing clinical supervision	Desirable	Application form Assessment Interview

Experience of collaboration working with other agencies including the voluntary sector	Desirable	Application form Assessment Interview
--	-----------	---

PROFESSIONAL / MANAGERIAL / SPECIALIST KNOWLEDGE	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Knowledge and understanding of the Mental Health Act & legal aspects of Mental Health care	Essential	Application form Assessment Interview
Demonstrable skills in risk assessment and management	Essential	Application form Assessment Interview
Demonstrate profession based clinical reasoning, knowledge, skills and competencies regarding a range of CYPS therapeutic interventions, including current best practice	Essential	Application form Assessment Interview
Demonstrate profession based clinical reasoning, knowledge, skills and competencies regarding a range of CYPS therapeutic interventions, including current best practice	Essential	Application form Assessment Interview
Working knowledge of therapeutic use and application of CYPS specific interventions, i.e. CBT, DBT	Essential	Application form Assessment Interview
Sound knowledge of childhood developmental theories/stages	Essential	Application form Assessment Interview
Comprehensive knowledge of current safeguarding processes and practice, including CSE, Prevent and FGM	Essential	Application form Assessment Interview
Comprehensive knowledge of relevant legislation and national policies/guidance in relation to mental health issues & learning disability needs with children and young people	Essential	Application form Assessment Interview
Working knowledge of key principles and best practice regarding transition of care of young people between services/agencies	Essential	Application form Assessment Interview
Working knowledge of data protection issues Sound knowledge base of issues related to equality, diversity and anti-discriminatory practice	Essential	Application form Assessment Interview
Working knowledge of issues related to mental capacity, consent and confidentiality when working with children and young people	Essential	Application form Assessment Interview
Working knowledge of the impact of parental mental health or learning disability issues when working with children and young people	Essential	Application form Assessment Interview
Working knowledge of using routine outcome measurements within daily clinical practice,	Essential	Application form Assessment Interview

including ability to evaluate service experience and expected clinical outcomes		
Up to date clinical knowledge including risk assessment, dual diagnosis and health and social care needs	Desirable	Application form Assessment Interview
Evidence of attending evidence based/best practice clinical courses / training events related to CYPS	Desirable	Application form Assessment Interview
Experience of providing clinical supervision	Desirable	Application form Assessment Interview
Experience of providing specialist consultation/ support to partner agencies	Desirable	Application form Assessment Interview
Knowledge of child care / protection issues	Desirable	Application form Assessment Interview
Ability to work on social factors affecting mental distress e.g. accommodation, substance misuse, domestic violence, welfare rights	Desirable	Application form Assessment Interview

PERSONAL SKILLS ABILITIES AND ATTRIBUTES	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Approachable and flexible	Essential	Application form Assessment Interview
Commitment to actively contribute to service developments and new/innovative ways of working with children and young people with mental health and learning disability needs	Essential	Application form Assessment Interview
Excellent standard of written communication and report writing	Essential	Application form Assessment Interview
Excellent standard of verbal and non-verbal communication skills	Essential	Application form Assessment Interview
Excellent standard of empathic skills and self-awareness	Essential	Application form Assessment Interview
Ability to manage own workload, including prioritising key tasks and setting clear targets for intervention	Essential	Application form Assessment Interview
Ability to work independently and flexibly to delivery high quality, safe and effective clinical services	Essential	Application form Assessment Interview
Ability to work under pressure	Essential	Application form Assessment Interview

Ability to engage positively with service users	Essential	Application form Assessment Interview
Ability to work effectively as a team member	Essential	Application form Assessment Interview
Ability to undertake all statutory and mandatory training including Positive Behavioural Management (PBM)/Breakaway (subject to Occupational Health clearance)	Essential	Application form Assessment Interview
Working knowledge of Microsoft Office packages e.g. Word, Excel, PowerPoint, Publisher and Outlook	Desirable	Application form Assessment Interview

OTHER REQUIREMENTS	ESSENTIAL OR DESIRABLE	METHOD OF ASSESSMENT
Able to attend and participate in all mandatory and statutory training events	Essential	Application form Assessment Interview
Ability to travel around the locality as requested, independently and efficiently. (If you have a full driving licence there will be an expectation to drive trust vehicles where required)	Desirable	Application form Assessment Interview