

## Job Description

<b>Job title:</b>	Child Wellbeing Practitioner
<b>Directorate:</b>	East Sussex CAMHS
<b>Department:</b>	Early Help
<b>Professionally accountable for:</b>	N/A
<b>Responsible to:</b>	CYP IAPT Lead Clinician
<b>Accountable to:</b>	Early Help Manager
<b>Pay band:</b>	5 (subject to job evaluation)
Location: Hours of work: 37.5 hours/ week	
<b>Contract:</b>	Agenda for Change
<b>On call requirement:</b>	No
<b>Disclosure required:</b>	Enhanced
<b>Professional Registration:</b>	Yes with BABCP or BPS

### JOB OUTLINE

To provide evidence based low intensity interventions for mild to moderate mental health problems to children and young people with mild to moderate anxiety and depression.

To work with the Early Help Service in the delivery of the stepped care pathway from referral to treatment incorporating telephone assessments, face to face assessment and intervention and the delivery of evidence-based low intensity interventions.

To undertake patient-centred assessments which identify problem areas and goals where the child or young person wishes to see change, and to accurately assessment of risk of harm.

To assist in the co-facilitation of skills workshops based on CBT principles. To contribute to the delivery of workshops and Mental Health Promotion projects within Primary and Secondary Schools.

To adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible.

**We are an Equal Opportunities Employer operating a No Smoking Policy**

To assess and integrate issues surrounding education into the overall therapy process. To deliver workshops and facilitate formal and informal training/education/consultation to all agencies involved with the emotional care social inclusion of children and young people

### **SCOPE & AUTHORITY**

- To provide a high-quality low intensity psychological therapy service to individuals, carers, families and groups, within and across teams as appropriate, in line with best, evidence-based practice and trust care pathways including group therapy.
- To communicate and liaise where appropriate with all other professionals involved in the individual client's treatment, on-going mental health care and any safeguarding or risk concerns.
- To improve wellbeing through interventions and encouraging access to other agencies that provides wellbeing initiatives and promotes social inclusion.
- To make decisions regarding suitability for therapy and clinical pathways with particular regard to issues of risk and onward referrals to other specialist services as required.
- To formulate and implement treatment plans with clients, normally within an agreed brief structured time frame and contracted number of sessions by offering evidence based low intensity interventions.
- To exercise sound theoretical knowledge of evidence based psychological intervention and to employ a range of short-term interventions to meet the needs of the children and young people with mild-moderate anxiety and/or depression.
- To manage own clinical caseload within guidelines provided by the Line Manager and relevant professional guidelines and ethical frameworks.
- To provide a level of activity in accordance with service level agreements and as agreed by team lead.
- To contribute to in service training events through presentations, with information relating to good working practice, special projects and procedural changes.

## CLINICAL

- Accept referrals via agreed protocols within the service.
- Assess and support children and young people with a common mental health problem and their families in the self-management of their recovery.
- Undertake child-centred interviews which identify areas where the person wishes to see change and makes an accurate assessment of risk to self and others.
- Make decisions on suitability of new referrals, adhering to the service referral protocols, refer unsuitable clients on to the relevant service or back to the referrer, or step-up the person's treatment to high intensity psychological therapy.
- Provide a range of information and support for evidence based high-volume low-intensity psychological treatments. Interventions will include behavioural activation, worry management, graded exposure, problem-solving, cognitive re-structuring and sleep hygiene. This work may be face to face, telephone, the NHS Attend Anywhere platform or other media.
- Educate and involve family members and others in supporting treatment as necessary to improve outcomes.
- Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
- Complete all requirements relating to data collection within the service including regular use of Routine Outcome Measures to assess, plan, monitor, and evaluate treatment.
- Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.
- Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- Assess and integrate issues surrounding Education into the overall therapy process.
- Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.
- Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in clinical practice.
- Engage in and respond to personal development supervision to improve competences and clinical practice.

## **PROFESSIONAL**

- Ensure the maintenance of standards of practice according to the employer and any regulating, 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).
- Ensure that client confidentiality is protected at all times.
- Be aware of, and keep up to date with advances in the spheres of treatment for common mental health problems.
- Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep up to date all records in relation to Continuing Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences / workshops in line with identified professional objectives.

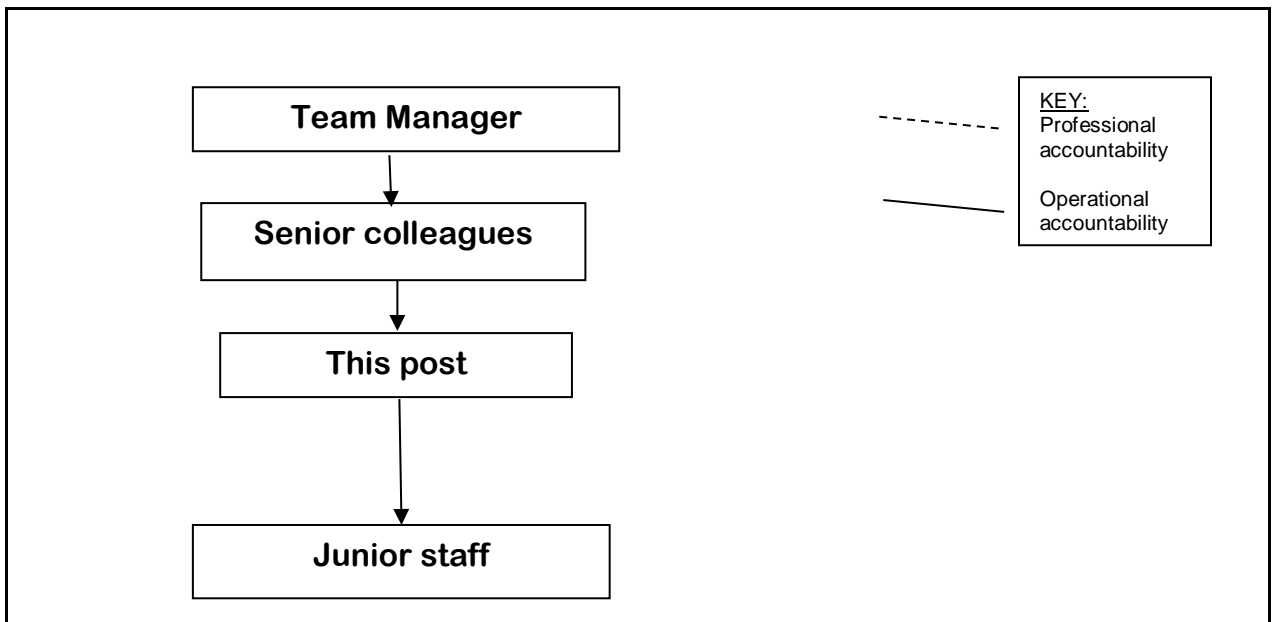
## **GENERAL**

- To work flexibly to the needs of the service, you may be required to carry out alternative duties consistent with your status, role, knowledge and experience, taking account of any professional registration and/or qualification requirements, and which are commensurate with your Pay Band.
- To contribute to the development of best practice within the service.
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Child and Adolescent Mental Health Services.
- All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

### **Key relationships:**

Early Help Manager  
Primary Mental Health Workers  
CYPIAPT & Early Help Lead Clinicians  
CBT Therapists and Specialist CAMHS colleagues

### **Position in the Organisation & Key relationships**



---

**All staff are required to:**

- Abide by the standards of behavior expected by their professional body and the standards of behavior expected of all staff in the Trust disciplinary policy and procedure.
- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.
- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorized person(s) or organizations. At all times employees are required to comply with the provisions of the Data Protection Act.
- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.
- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.
- Demonstrate the core principles of safeguarding and protection Human Rights; treating people with dignity, fairness, equality, respect and autonomy.
- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion, in ways which avoid offence.
- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognize abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarize themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

## Person Specification

<b>Job title:</b>	Child Wellbeing Practitioner		
<b>Directorate:</b>	East Sussex CAMHS		
<b>Department:</b>	Early Help		
<b>Pay band:</b>	5 (subject to job evaluation)		
<b>A – Qualifications</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>Evidenced by</b>
Qualification from CYP Low Intensity Training Course (CWP or EMHP Post Graduate Certificate or Level 3 undergraduate course)	✓		A / C / I
Training in nursing, social work, occupational therapy, counselling or within a psychological therapy. Psychology or other health related undergraduate degree		✓	A / C / I
Registered with the BABCP or BPS (This registration process is new and there is transition period of 12 months from June 2021)	✓		
A further degree qualification or demonstrate the ability to work at degree level (this will be assessed as a University entry requirement for the Band 4 CWP/EMHP Position)	✓		
<b>B – Knowledge/Experience</b>			
Evidence of working with children and young people who have experienced anxiety and/or depression	✓		A / C / I
Demonstrates high standards in written communication	✓		A / C / I
Able to write clear reports and letters.	✓		A / C / I
Experience of working in Children’s mental health/well-being Services		✓	A / C / I
Worked in a service where agreed targets in place demonstrating clinical outcomes		✓	A / C / I
Ability to manage own caseload and time	✓		A / C / I
Evidence of working in the local community		✓	A / C / I
Working knowledge of Health, Social and Caring Services, Education and the Voluntary Sector, together with the relevant legislation regarding both children and mental health.	✓		A / C / I
Demonstrates knowledge and skills to safeguard and protect children and young people’s welfare in line with the Children Act 2004 requirements	✓		A / C / I
To be able to recognise anxiety and depression in children and young people within a range of clinical and behavioural presentations.	✓		A / C / I
Experience delivering psycho-educational groups in a community setting		✓	A / C / I

	Essential	Desirable	Evidenced by
<b>C – Skills</b>			
<ul style="list-style-type: none"> <li>Ability to evaluate and put in place the effect of training</li> <li>Computer literate</li> <li>Excellent verbal and written</li> </ul>	✓ ✓ ✓		
<b>Communication/Relationship skills:</b> <ul style="list-style-type: none"> <li>Well-developed skills in the ability to communicate effectively, orally and in writing, highly technical, and clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.</li> <li>Proven ability to establish, maintain and conclude therapeutic relationships with clients</li> <li>Good inter-personal and inter-professional skills and ability to work autonomously as a single discipline practitioner in a multi-disciplinary setting</li> <li>Ability to maintain high levels of interpersonal skills over the telephone</li> <li>Ability to engage children and young people in an effective therapeutic alliance</li> </ul>	✓  ✓ ✓ ✓		A / C / I
<b>Analytical &amp; Judgement skills:</b> <ul style="list-style-type: none"> <li>Skills in the use of psychological assessment and intervention frequently requiring sustained and intense concentration.</li> <li>A capacity to reflect upon the therapeutic process and upon one's own part in it.</li> <li>An ability to make effective use of clinical supervision</li> </ul>	✓ ✓ ✓		A / C / I
<b>Planning &amp; Organisational skills:</b> <ul style="list-style-type: none"> <li>Ability to work within a large geographical area effectively, managing travel arrangements and using creative working solutions.</li> <li>Ability to plan and manage a work load</li> </ul>	✓ ✓		A / C / I
<b>People Management/Leadership/Resources</b> <ul style="list-style-type: none"> <li>Ability to positively contribute to clinical discussions.</li> <li>Confidence to lead workshop or group interventions</li> <li>Able to follow policies</li> </ul>	✓ ✓ ✓		A / C / I
<b>IT skills:</b> <ul style="list-style-type: none"> <li>Ability to use electronic clinical record systems</li> <li>Ability to deliver online therapy</li> </ul>	✓	✓	A / C / I
<b>Physical skills:</b> <ul style="list-style-type: none"> <li>Ability to use a keyboard and VDU</li> <li>Able to carry out PMVA physical interventions</li> </ul>	✓ ✓		A / C / I



	Essential	Desirable	Evidenced by
<b>Abilities</b>			
<b>Mental Effort:</b> <ul style="list-style-type: none"> <li>Ability to maintain sustained concentration over considerable time and to be able to manage a number of competing work demands such as clinical work, meetings and organisational targets</li> </ul>	✓		A / C / I
<b>Emotional Effort:</b> <ul style="list-style-type: none"> <li>Ability to deal with distressing or emotional circumstances and take care of own wellbeing on a very regular and frequent basis.</li> <li>Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice in the face of regular exposure to highly emotive material and challenging behavior.</li> </ul>	✓  ✓		A / C / I
<b>Working Conditions:</b> <ul style="list-style-type: none"> <li>Ability to manage exposure to upsetting, distressing or challenging behaviours (frequency depends on job setting)</li> <li>Ability to be able to use a PC.</li> <li>Ability to manage a working environment that includes flexible working across a range of venues and locations</li> </ul>	✓  ✓  ✓		A / C / I
<b>D – Approach/Values:</b>			
Demonstrate support for the values and beliefs of the Directorate and those of the Trust	✓		I
Team working	✓		I
Ability to travel across sites and beyond	✓		I
Awareness and commitment to continuous improvement of estates and facilities services	✓		
Punctual and flexible across hours of work when required	✓		I

*To be evidenced by key:*      A – Application    C - Certificate      I – Interview      T - Test

**Approved by:**

**Name**

**Post holder**

**Approved**

**Manager**  **Date**