

JOB DESCRIPTION

JOB TITLE:	Senior CAMHS Practitioner - MHST (Clinical/Counselling/Educational Psychologist, Systemic Family Psychotherapist, Arts Psychotherapist, Clinical Social Worker, Child Psychotherapist, Nurse)
BAND:	7
HOURS:	18.5
LOCATION:	Luton
DEPARTMENT:	Child and Adolescent Mental Health Service
DIRECTORATE:	Children and Specialist Services
REPORTING TO:	Operational Clinical Team Lead – MHST Wave 5
ACCOUNTABLE TO:	CAMH Access Service Clinical Team Lead and General Manager

JOB SUMMARY

The Mental Health Support Teams are part of an exciting trailblazer project funded by NHS England, Health Education England and partners with the aim of improving the mental health and wellbeing of children and young people in the community. Luton has been successful in bringing in three MHSTs over the space of five years, the last one coming in September 2023. There is a specific focus on developing more access to help and improving the general culture of emotional support within all primary and secondary schools including special educational provisions and PRU's. Working alongside community partners the Mental Health Support Teams will be fully integrated with community CAMHS and educational settings.

The post holder will be joining the Wave 5 MHST as a senior CAMHS practitioner. The team will be focusing on reducing health inequalities in communities in Luton, by improving their resilience, using a co-productive and relational approach to mental health. Working alongside community partners and other stakeholders, including citizen stakeholders, the two MHSTs and the CSLT in Luton are fully integrated with their locality specialist community CAMHS in a stepped model of care, and the educational settings they work with.

There is a specific focus in Luton on developing more access to appropriate help and improving the general culture of emotional support with all primary and secondary schools, colleges, and special educational provisions and PRU's, for children and young people who are vulnerable to developing significant mental health problems.

The main focus of this role is to support the Team Operational Lead in managing and supervising more junior members of the MHS Team whilst working alongside the colleagues to develop and implement a wide range of interventions and projects with local schools and provisions. It will support team colleagues and directly providing comprehensive assessment, risk management and brief interventions for children and young people experiencing emotional and mental health difficulties, and their families. It is also an opportunity to work with school staff and school cultures, and the wider communities, in developing environments that are more conducive to supporting sustainably better emotional health and wellbeing and resilience.

We deliver an integrated first step in mental health support accessible to and acceptable for all communities living in Luton. The post holder will help to develop and deliver a wide range of targeted interventions, projects and system change with the aim of whole school and community approaches to supporting young people's mental health.

Luton specialist CAMH services offers a comprehensive and seamless stepped model of support for all communities in Luton, following the Thrive model. As a first step, CAMH Access Services offer (Giving Advice and Early Getting Help) services through all schools in Luton, with the Primary Care Access Service (or, PCAS) offering services through all GP practices.



In addition to providing comprehensive consultation, assessment, risk management and interventions for young people experiencing emotional and mental health difficulties this post is an opportunity to work with school staff and school cultures in developing school environments that are more conducive to supporting sustainably better emotional health and wellbeing. The post also involves supervising more junior members of the Mental Health Support Teams.

Key Relationships:

- Schools
- Mental Health Support Teams Project Lead
- Mental Health Support Teams Clinical Lead
- Mental Health Support Team Education Mental Health Practitioners (EMHP's)
- CHUMS
- Bedfordshire and Luton CAMHS Community Team.
- Early Intervention Service
- Children's Social Care / Early Help
- Cambridgeshire Community Services (CCS)

MAIN DUTIES AND RESPONSIBILITIES

Clinical	<p>To provide comprehensive specialist assessments, including risk assessment of children, young people and their families/carers referred with mild to moderate mental health problems.</p> <p>To provide consultation and where appropriate training to other professionals who come into contact with children, young people and their families/carers referred with mild to moderate mental health problems.</p> <p>To be a resource of specialist advice, specifically relating to the common emotional and behavioural problems and disorders of children and young people, to colleagues within the MHST's, school staff and other professionals and agencies/organisations working in the field Child & Adolescent mental health.</p> <p>To provide consultation to professionals in creating management plans for children and young people referred to the Mental Health Support Team.</p> <p>To liaise with and where appropriate participate in joint work with other members of the Mental Health Support Team, partner services and other teams and clinicians within Bedfordshire & Luton CAMHS.</p> <p>To offer and provide a liaison and consultation service to school staff, primary care clinicians and other key agencies working with children, young people</p>
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	<p>and their families/carers referred with complex and severe mental health problems.</p> <p>To support the development of interventions, consultation and psychoeducation approaches regarding prevention and resilience building and health promotion.</p> <p>To act as care coordinator for an identified caseload and to be responsible for the coordination of assessment, planning, implementation and evaluation of therapeutic packages of care provided by the MHST's.</p> <p>To provide packages of care and psycho-education for the young people and their families/ carers that takes account of the complexities of family systems and their significant social networks.</p> <p>To ensure that the needs of the client group is paramount, and be aware of and adhere to ACPC Guidelines relating to Child Protection.</p> <p>To ensure acceptable levels of safety (regarding potential verbal and physical aggression from disturbed clients) for self and to advise other colleagues when necessary. To adhere to the "lone worker policy "and update training in breakaway techniques when necessary.</p> <p>To maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems (RiO) and the trust wide electronic CPA database. To aid line-managed staff to achieve this commitment.</p> <p>To have knowledge and understanding of the national i-Thrive model and to implement this within the MHST model and that of our wider CAMHS Services.</p> <ul style="list-style-type: none"> • Provide treatment in a range of education based settings as determined by need, this may include group work, working collaboratively across the CAMHS directorate and partnership agencies. • To manage a defined caseload of children and young people requiring intervention and undertake psychological interventions with individual cases as required • Attend case planning meetings, case conferences and school-based meetings as required. • You will be required to provide supervision to our IAPT Trainees that will be part of this service as well as other junior staff. • To provide consultation to professionals in creating management plans for children and young people referred to the Mental Health Support Team. • Liaise with referrers, other professionals, community agencies, families and carers to achieve effective communication and coordinated therapeutic approaches.
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	<ul style="list-style-type: none"> To fully integrate the use of routine outcome measures to support a child, young person's and family 's treatment and inform and evaluate the therapeutic process
Policy and Service Development	<p>To support the development and implementation of project work with schools commensurate with the MHST's forward plan</p> <p>To advise staff in the field of children with emotional and behavioural problems.</p> <p>To help to develop standards underpinned by theory and research.</p>
Training and Development	<p>To keep up to date with appropriate legislation in line with CAMHS.</p> <p>To attend regular clinical & line management supervision.</p> <p>To be responsible for personal development and education in line with statutory, mandatory and professional requirements.</p>
Human Resources	To establish effective interpersonal channels of communication.
Clinical Governance	<p>To be aware of the up-to-date research and evidence relating to the care and treatment of children and young people with emotional and behavioural problems.</p> <p>To be involved in audit and research projects undertaken by the service.</p> <p>To work within professional and ethical frameworks established by national bodies such as the DOH, UKCCP, NMC, HPC and RCP.</p>
Performance Management	<p>To ensure documentation and care plans are comprehensive and of the highest standard in line with Trust policy.</p> <p>To record relevant information as consistent with Trust record keeping policy.</p> <p>Collate and report on clinical information across a specific area(s).</p> <p>To provide clinical information as required for input into local and Trust electronic information systems.</p> <p>Be responsible for monitoring and recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. service users, families and carers, other professionals orally and in writing</p> <p>To provide service related information to senior managers and staff to aid day-to-day service management and future planning.</p>

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..



We care

We respect

We are inclusive

<u>Statement on Employment Policies</u>	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection

	<p>Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain</p>

	<p>high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>
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PERSON SPECIFICATION

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BAND:	7
DEPARTMENT:	Child and Adolescent Mental Health Service
DIRECTORATE:	Children and Specialist Services
REPORTING TO:	Operational Clinical Lead - MHST
ACCOUNTABLE TO:	CTL CAMH CAS and General Manager – Bedfordshire & Luton CAMHS

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE	SELECTION METHOD (S/I/T)
Education/ Qualification/ Training	<p>A qualification in Child Psychotherapy, Clinical/ Counselling/Educational Psychology, Systemic Family Psychotherapy, Arts Psychotherapy, Social Work or Child Mental Health Nursing & Registration <u>Please do not apply for this role if you do not have one of the qualifications listed above</u></p> <p>The candidate to have at least two year's post qualification experience OR a Doctorate or equivalent level of qualification. Understanding of current NHS/Social Care policies/practices relating to Mental Health and Services and understands the Child Protection Policy.</p>	<p>Parenting qualification and parenting supervision qualification.</p> <p>Specific therapeutic modality training and qualification e.g. CBT, DBT, IPT And accreditation with BABCP etc.</p> <p>IAPT</p>	

		supervisors course	
Experience	<p>Previous experience of working in CAMHS</p> <p>Experience of working with a wide range of mental health problems commonly seen in CAMHS</p> <p>Experience of care planning</p> <p>Experience of working in a multi-disciplinary way</p>	<p>Delivery of parenting programmes – Webster-Stratton, Triple P, NVR etc. Previous experience working with schools in mental health capacity.</p> <p>Supervision of clinicians delivering parenting and manualised CBT interventions</p> <p>Experience of working in a culturally diverse inner city area</p> <p>Experience in crisis work</p>	Interview
Skills	<p>Evidence of well developed clinical skills and knowledge in CAMHS</p> <p>Specialist clinical skills within in specific therapeutic modalities</p> <p>Able to manage own time and caseload</p> <p>Excellent verbal and written communication skills</p> <p>Evidence of ability to lead, support and influence others</p> <p>Able to work effectively across organisational boundaries</p> <p>Teaching skills, both in clinical setting and education centres</p> <p>Keyboard/computer skills</p>		Interview

<p>Knowledge</p>	<p>A high degree of self-awareness and an ability to reflect on personal and professional attitudes and accept feedback</p> <p>Awareness of current national guidelines and policies in the field of CAMHS</p> <p>Specific knowledge of pertinent issues for CAMHS</p> <p>In depth knowledge of CAMHS issues including assessment and interventions</p> <p>Knowledge of The Mental Health Act 1983 (amended 2007) and associated legislation</p> <p>Knowledge of specific inner city issues which impact of care delivery</p> <p>Knowledge of the Children's Act and other appropriate legislation</p> <p>Knowledge of standard setting and audit implementation</p> <p>An awareness of different research methods</p> <p>A working knowledge of Child Protection Guidelines</p>	<p>Knowledge of development in inter agency partnership</p>	<p>Interview</p>
<p>Other</p>	<p>Commitment to equal opportunities</p> <p>Self motivated, assertive and flexible</p> <p>Proven qualities in sustaining the mental, emotional and physical demands of specialized therapeutic work with disturbed and distressed children, adolescents and their families/carer networks.</p> <p>Car driver essential</p> <p><u>Freedom to act:</u> Physical effort: Confined sitting position(therapy); travelling within community; keyboard skills <u>Mental effort:</u> writing reports; planning teaching; concentrating for therapy sessions /clinical supervision; managing psychiatric emergencies. <u>Emotional effort:</u> Dealing with families in breakdown; experiencing trauma and abuse; occasional patient complaints; conveying of unwelcome news Working conditions: Occasional abusive behaviour; unpredictable clinical scenarios eg emergency home visits; travel in community in all weathers.</p>		<p>Interview</p>

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