

AFC Reference:	604
Job Title:	Children & Young People Wellbeing Practitioner
Band:	5
Division/Service:	Mid-Mersey
Accountable to:	Operational Manager
Responsible to:	Clinical Team Manager

**Job Outcomes:**

**As a result of the post-holder being effective in their role, The Trust would expect to see the following outcomes for the Trust, service users and the wider community:**

1. Mersey Care NHS Foundation Trust as a leading provider of community services, mental health care, physical health, addiction services and learning disability care.
2. Service users receiving a high quality service and one which is free from stigma, discrimination and harm.
3. Staff engaged with the delivery, innovation and continuous improvement of services to benefit service users.
4. Visible and responsive leadership, setting the standard for others and role-modelled throughout the division for all managers
5. The Trust values of Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support will be embedded across the division for all staff and evident to service users.

**Job Purpose:**

As a Children & Young People Wellbeing Practitioner (CYPWP), the post holder will provide high standards of evidence based client centred care to children and young people with mental health [CYPMH] problems within the THRIVE Framework for service delivery.

The postholder will be expected to provide assessment and low intensity Cognitive Behavioural Therapy (CBT) interventions to children and young people and their families / carers referred into the service.

As the post is identified within the CYPMH strategy, it is expected the role will continue to develop in line with national and local initiatives.

The post holder will demonstrate an attitude which respects and values service users' and their carers.

The post holder will embrace the core values of the organisation and adopt the principles of Recovery and THRIVE. These principles will recognise the need to:

- Promote safe practices
- Value the aims of service users
- Work in partnership and offer meaningful choice
- Be optimistic about the possibilities of meaningful change
- Value social inclusion

## **DUTIES AND RESPONSIBILITIES:**

### **CLINICAL**

To hold a caseload of assessments, treatment upon a conceptual framework and employing research based evidence.

To provide high volume low intensity psychological interventions in line with the grading of the post, including assessments, formulation and therapeutic input into children, young people and families referred into the service.

Undertake risk assessments and care plans accordingly, in line with the THRIVE framework

To work in ways that are sensitive to the needs of children and young people and families from a wide range of racial, cultural and religious backgrounds.

To exercise responsibility within supervisory, managerial and accountability structures, for the assessment, treatment and discharge of clients

To deliver co-ordinated care, ensuring effective assessment, care planning and risk management processes are maintained. Involve the views of children, their families, referring agents and other professionals involved in the network of care.

To produce a clinical formulation and intervention plan founded on evidence based practice in co-operation with the child young person and carers

To hold responsibility for standards of clinical practice within area of work.

To work jointly and collaboratively with other team members in order to enhance and develop the provision of services to young people and their families. To have an effective knowledge base of other modalities so as to engage and work effectively with colleagues in other disciplines.

Identify and respond appropriately to child protection issues, as described with the guidelines of Local Safeguarding Children's Board and Trust safeguarding policies

Maintain clear and comprehensive electronic clinical records, to ensure information is accurate and complies with Data Protection Act and professional body and Trust standards.

To engage with using routine outcome measures as clinically appropriate including their use in clinical practice and inputting data into clinical records.

Adhere to agreed activity expectations relating to the overall number of clients contacts offered, throughput and outcomes to minimise waiting times and ensure treatment delivery remains accessible, efficient and effective.

To work collaboratively with children, young people and their families and contribute to the trust's service user participation agenda.

## **COMMUNICATION**

To communicate in a skilled and sensitive manner, information concerning the assessment, formulation and treatment plans of clients and to monitor and evaluate progress during the course of the care.

Develop and maintain close professional therapeutic relationships with children & young people using low intensity CBT skills to facilitate psychological change.

Attend Child Protection Case conferences as a representative from children and young people's mental health services.

Provide and receive sensitive or contentious information to children, young people and families and to other professionals with in young people's services.

Communicate effectively with children, young people and their carers, when in crisis and in challenging family situations

Organise and facilitate multi-agency meetings and reviews

Proactively develop robust professional relationships with universal services

Elicit sensitive information using engagement/ communication skills which are appropriate to the young person's stage of development

Work, as part of an integrated multi professional team, ensuring good communication and working relationships with other professionals

Provide written reports detailing the progress of the mental health intervention.

### **TEACHING, TRAINING AND SUPERVISION.**

Participate in regular supervision, engage in reflective practice and committed to continued development.

To provide specific training and /or presentations to other agencies, statutory and voluntary, and promote and deliver specialist training programmes

To contribute to training placements for a range of professional disciplines from different background so that trainees acquire the necessary skills, competencies and experience to contribute effectively to positive change.

Work collaboratively with partner agencies within the principles of THRIVE. This will include joint working; consultation; and training aiming to develop joint working across agencies.

Where appropriate maintain registration in accordance with their professional body

To engage in and respond to personal development supervision to improve competencies and clinical practice

Be accountable for own clinical practice and professional behaviour

### **MANAGEMENT, POLICY AND SERVICE DEVELOPMENT**

Contribute to the service's evidence based practice by engaging with audits and evaluations as appropriate

To contribute to recruitment processes and the induction of recruited staff.

Contribute to service developments.

### **RESEARCH AND SERVICE EVALUATION**

To maintain an up to date knowledge of the evidence base in relation to mental health knowledge and other interventions.

To contribute to planning and implementing systems for evaluation and monitoring of therapeutic practice and outcomes of clinical work within the service.

Participate in research, evaluation and audit in response to the clinical and professional interest of the post, and to monitor standards, quality and consumer reaction to the provision of services in accordance with NICE guidance

Participate in appropriate audit. Quality assurance programmes and research as directed.

### **CONTINUING PROFESSIONAL DEVELOPMENT**

To receive and engage in regular clinical supervision in accordance with Trust Clinical Governance Standards and the Code of Practice and ethical guidelines of professional body

To contribute to the development and maintenance of the highest professional standards of practice through active participation in internal and external CPD training in consultation with the post holders service manager to meet professional body requirements for CPD and registration.

To contribute to the development of best practice in the service by taking part in regular supervision and appraisal and maintaining awareness of current developments in the field.

To maintain professional body registration.

### **Generic Responsibilities for all staff:**

All post holders will agree to:

- Commit to the vision of supporting Mersey Care in becoming a leading organisation in the provision of community services, mental health care, addiction services and learning disability care, and in doing so fully utilise their skills and experience to support the objectives of the Trust.
- Role model the values of the Trust – Continuous Improvement, Accountability, Respectfulness, Enthusiasm and Support– in all activities and interactions with employees, service users and other stakeholders
- Challenge the stigma associated with mental health and learning difficulties.
- Comply with the Duty of Candour, defined by Francis as: 'The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not the information has been requested and whether or not a complaint or a report about that provision has been made.'

- Work across professional and organisational boundaries to improve services for all.
- Maintain their specific knowledge base and develop new skills.
- Value the contribution of the patient / service user voice.
- Operate within any organisational codes of practice or those from a relevant professional body.
- Respect equality and diversity across all areas of working practice and communications with staff, service users and other stakeholders.
- Take responsibility for the accurate and timely collection and recording of data and ensuring all personally identifiable information is protected and used only for the purposes for which it was intended.
- Comply with all health and safety legislation and local policies and procedures.
- Adhere to all organisational policies.
- Have knowledge and understanding of technology in the workplace which is sufficient to maintain their efficiency and also how technology can empower service users in a digital environment
- Comply with the NHS Constitution in relation to the staff responsibilities that it sets out for NHS employees.
- Attend a one day Just and Learning & Civility and Respect training work shop
- Be an ambassador for Just & Learning and Civility & Respect following the training
- Positively advocate the just and learning culture within your team
- Be a confident supporter and implementer of the Trust CARES Values including Civility & Respect within your team.
- Support their team/services to create a positive environment for Just and Learning Culture
- Participate in Just and Learning Culture events.
- Bring Just and Learning Culture updates/information to the attention of team members and other MCT colleagues they work with.
- Support and encourage the sharing of concerns about the safety and quality of care with senior leaders with the aim of improving safety and quality.
- Actively participate in creating an open culture within your team so that concerns and difficulties can be discussed safely and respectfully.
- Speaking up in the event that they are exposed to incivility between colleagues in the workplace #iwillspeakup.
- Listening and understanding others who have concerns and taking a collaborative approach to work towards a solution to improve civility and respect.

This job description is intended as an outline indicator of general areas of activity and will be reviewed in light of the changing needs of the Trust in consultation with the postholder.



**Mersey Care**

NHS Foundation Trust

Community and Mental Health Services

	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS:</b>	<ul style="list-style-type: none"> <li>Recognised Children and Young People Wellbeing Practitioner (CYPWP) qualification</li> </ul>	<ul style="list-style-type: none"> <li>Educated to degree standard.</li> <li>Evidence of further study/ qualification in the field of children and young people's mental health</li> </ul>
<b>EXPERIENCE:</b>	<ul style="list-style-type: none"> <li>Experience of mental health assessments and therapeutic interventions with children and young people with mental health problems and their families</li> <li>Evidence of competent delivery of low intensity CBT for common mental health disorders in children and young people.</li> <li>Skilled in the ability to communicate effectively both verbally and in writing, clinical sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS</li> <li>Experience of working with a variety of patient groups including a degree of professionalism in the face of emotive and distressing problems, verbal abuse and the</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of the theory and practice of therapies in specific difficult to treat groups.</li> <li>Experience of delivering teaching, training.</li> <li>Experience in consultation to other professional and non-professional groups</li> </ul>



	<p>threat of physical abuse.</p> <ul style="list-style-type: none"> <li>• Able to provide evidence of competently managing own caseload.</li> </ul>	
<b>VALUES:</b>	<ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Accountability</li> <li>• Respectfulness</li> <li>• Enthusiasm</li> <li>• Support</li> <li>• High professional standards</li> <li>• Responsive to service users</li> <li>• Engaging leadership style</li> <li>• Strong customer service belief</li> <li>• Transparency and honesty</li> <li>• Discreet</li> <li>• Change oriented</li> </ul>	
<b>KNOWLEDGE/SKILLS:</b>	<ul style="list-style-type: none"> <li>• Demonstrates a thorough understanding of anxiety and depression in children &amp; young people.</li> <li>• Level of knowledge of the mental health needs of children and adolescents.</li> <li>• Thorough understanding of theoretical basis of low intensity CBT.</li> <li>• Able to describe rationale and content of range of low</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in Information technology and using word processing, spreadsheets, database and presentation software.</li> <li>• Level of knowledge and/or training in other psychological therapies.</li> <li>• Knowledge and skills in providing consultation to other professionals and non-professional groups.</li> </ul>

	<p>intensity interventions.</p> <ul style="list-style-type: none"> <li>• Must demonstrate ability to be self-reflective and to organise own supervision appropriately</li> <li>• Ability to work within a culturally diverse community in a wide variety of contexts including specialist skills for working in settings outside the clinic.</li> <li>• Ability to take clinical responsibility for patient care and treatment, both as a care co-ordinator and within the context of a multi-disciplinary team.</li> <li>• Interpersonal skills to communicate effectively, both verbally and in writing, in order to convey clinically sensitive information to family members of all ages and to a wide range of lay and professional persons, within and outside of the NHS.</li> <li>• Able to demonstrate understanding of ways to assess risk to self and others within the context of mental health assessment.</li> <li>• Broad knowledge of legal frameworks in relation to children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of research design and methodology consistent with practice to at least degree level or equivalent.</li> <li>• Ability to demonstrate skills in multi-disciplinary work.</li> </ul>
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	<ul style="list-style-type: none"><li>• Ability to work within a team and foster good working relationships</li><li>• Ability to use clinical and case management supervision positively and effectively</li><li>• Ability to organise and co-ordinate areas of work.</li><li>• Ability to identify and provide appropriate means of support to carers exposed to distressing situations and challenging behaviours.</li><li>• Ability to identify and employ as appropriate clinical governance mechanisms for the support and maintenance of clinical practice.</li></ul>	
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