

Job Description

Our vision: To support our local communities by excelling in everything we do together.

Job Title:	Children and Young People's Wellbeing Practitioner
Band:	5
Network:	Specialist Network
Base:	CYPMH & CYPPS Lancaster and Morecambe
Hours of work:	37.5

Our Values

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

- *We are always learning*
- *We are respectful*
- *We are kind*
- *We are a team*

Reporting Arrangements:

Managerially accountable to: Jonathan Turner - Acting Team Leader
Professionally accountable to: Clinical supervisor/Clinical lead of CYWPs

Job Summary

As part of Thrive transformation in CYPMH/CYPPS, these roles are part of enhancing and increasing the offer of early, evidence-based psychological intervention for children, young people and their families.

The post holder will work as part of a multi-disciplinary team delivering, under supervision, high-quality, outcome-informed, focused, evidence-based interventions for children and young people experiencing, mild to moderate anxiety, low mood and behavioural difficulties.

Key Relationships

- Service Users i.e. children, young people and families/carers
- CAMHS team / Children's Psychological Services
- Child Health
- GPs & Primary Health Care Team

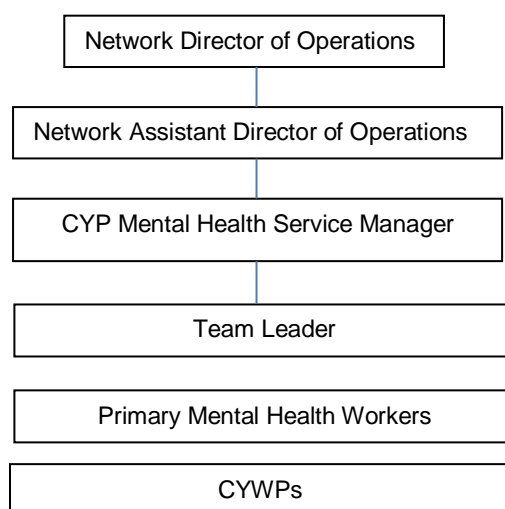
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- Children's Integrated Services including Social Care
- Educational Settings
- Voluntary or other non-statutory agencies, such as faith, working with young people

Department Chart



Key Responsibilities

- To promote the mental health and well-being of children and young people who are referred to CYPMH and CYPPS with a range of emotional and behavioural difficulties
- Assess and deliver outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties within a community child mental health context.
- Working in partnership, support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.
- Support and empower children, young people and families to make informed choices about the intervention.
- Operate at all times from an inclusive values base, which recognises and respects diversity.
- Undertake accurate assessment of risk to self and others.
- Adhere to the service referral protocols. Signpost unsuitable referrals to the relevant service as necessary.

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- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support for evidence based psychological treatments. This may include guided self-help. This work may be face-to-face, by telephone or via other media.
- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times.
- Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
- Work within a collaborative approach involving a range of relevant others when indicated.
- Work in collaboration with children, young people and communities to enhance and widen access.

Communication and Relationship Skills

The postholders will:

- Take an active role in maintaining effective communication with all carers and professionals involved with the client.
- Attend and contribute to discussions and meetings on individual clients.
- Keep up to date with relevant developments and good practice within this speciality and communicate this to others as required.
- Assist in communicating the assessment/formulation to families/carers and other professionals involved with the child or young person with the aim of developing a shared understanding of difficulties and joint approaches to achieving identified aims and objectives.
- Engage in collaborative working partnerships with child, their parents/carers and other professionals.
- Attend and feedback at appropriate child focussed meetings.
- Liaise with relevant professionals within health, education, social services and other agencies as appropriate in order to contribute to a team around the child approach to support the child or young person and their families.
- Make appropriate referrals to other health professionals and agencies.
- Participate in relevant clinical, staff and professional meetings.

Analytical and Judgmental Skills

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The postholders will:

- Undertake specific evidence based therapeutic interventions with individual children and young people.
- Assist in the risk assessment of a young person following an episode of Deliberate Self Harm if deemed appropriate.
- Contribute to in-depth, holistic assessments and the development of clear and comprehensive formulations for example, through observations and/or data recording.
- Provide ongoing monitoring and evaluation of interventions and feedback to inform and adapt the formulation.

Planning and Organisational Skills

- Responsible for planning and prioritising workload around the needs of the clients, the service and their own capacity.
- Maintain an accurate electronic appointment diary.

Patient/Client Care

Under the direction and supervision of a senior worker the postholder will:

- Work with a defined number of children and young people with mild to moderate mental health needs.

Responsibilities for Policy and Service Development

- To implement and evaluate changes in policy, practice and service delivery to improve care.
- To monitor outcomes and propose changes to working practice in relation to client care/ service delivery.
- To contribute to the review and implementation of Trust policies and procedures in relation to CYPMH/CYPPS.
- To participate in the future planning and evaluation of services.
- To actively promote and support new ways of working within the CYPMH/CYPPS skill mix team, for example.
- To actively support the implementation of relevant Trust public health strategy within the team.
- To maintain new and current ways of working within CYPMH/CYPPS which may necessitate service development.

Responsibilities for Finance

- To ensure that resources, including human, are effectively managed to promote optimum activity whilst providing a high quality service that also provides value for money.

Responsibility for Human Resources

- Participates in regular clinical and management supervision and in individual personal development reviews (PDR).

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- To take an active role in the development of the service showing enthusiasm and innovative ways of working
- To assist with teaching and learning opportunities in order to achieve the aims of the service
- To maintain continuing professional development through personal learning, supervision and appraisal to increase their knowledge, skills and experience within the speciality.
- To ensure that all mandatory training is completed.

Responsibility for Information Resources

- To contribute to the provision of data for the service's outcome measures.
- Maintain up-to-date clinical and administrative records in line with Trust policies and guidelines.

Research and Development

- Contribute to the auditing of the service by providing feedback about the effectiveness of the support and interventions offered.
- Contribute to focussed research involving children, young people and their families/carers:
 - To gaining their views in the development of their own care plan
 - To gain their views in wider service development and planning

Freedom to Act

- To demonstrate a level of autonomy to act in a management and clinical leadership role within the service, providing advice, support and supervision to other team members.
- To take responsibility for providing safe and effective care to young people and families for whom you are the allocated worker.

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

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All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

Behaviour

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The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

- Act with honesty and integrity at all times
- Be a positive ambassador for the Trust
- Demonstrate high standards of personal conduct
- Value and respect colleagues, other members of staff and patients
- Work with others to develop and improve our services
- Uphold the Trust's commitment to equality and diversity
- Uphold the Trust's commitment to health and wellbeing
- Take personal responsibility for their words, deed and actions and the quality of the service they deliver

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Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
Education/ Qualifications	Children and Young People's Wellbeing Practitioner (CYWP) Postgraduate Certificate from an accredited training provider	<p>Evidence of ability to study successfully at postgraduate level or the equivalent</p> <p>Psychology or other health /social care/youth related undergraduate degree</p> <p>Other relevant postgraduate degree</p>	<p>Application</p> <p>Interview</p> <p>Certificates</p>
Knowledge	<p>Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional well-being</p> <p>Knowledge of systems and contexts in which children and young people are likely to live</p> <p>Demonstrates an understanding of common mental health problems experienced by children and young people</p> <p>Understands why it is essential to use evidence-based</p>		<p>Application</p> <p>Interview</p>

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	<p>interventions when possible</p> <p>Able to develop good therapeutic relationships with clients, and professional relationships with colleagues</p> <p>Ability to use supervision and personal development positively and effectively</p> <p>Regard for others and respect for individual rights of autonomy and confidentiality</p> <p>Received training (either formal or through experience) and carried out risk assessments within scope of practice</p>		
Experience	<p>Experience of working with children and/or young people and families</p> <p>Experience in providing CYWP interventions utilising CBT principles for children and young people experiencing, mild to moderate anxiety, low mood and behavioral difficulties.</p> <p>Experience of working with children and young people with mental health difficulties</p>	<p>Experience of working in a multi-disciplinary team</p> <p>Worked in a service where agreed targets in place to demonstrating outcomes</p>	<p>Application Interview</p>
Personal	Dynamic and motivated		

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	<p>Good team player</p> <p>Good listening skills</p> <p>High level of enthusiasm and motivation</p> <p>Able to work under pressure</p> <p>Willingness to take an active part in developing the role of CYWP within the organisation</p> <p>Able to travel between sites where children and young people may present (e.g. schools, NHS premises, home etc)</p> <p>Excellent organisational and self-management skills</p> <p>Interpersonally calm and able to defuse difficult situations.</p> <p>Ability to problem solve, prioritise workload and manage own time effectively.</p> <p>Effective communication skills with service users, carers and team members</p> <p>Ethos of delivering child centred, needs led, recovery focused, values based services</p>		
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	<p>Criminal records Bureau enhanced clearance</p> <p>Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies</p>		
Other			

EFFORT FACTORS

PHYSICAL EFFORT What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
<p>Walking, driving, carrying bags and video equipment</p> <p>Daily requirement to drive and to be seated in a restricted position</p>	Daily	Throughout the day	Less than 5kg	No

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Usual office work and sitting in a car	On most days	Can be 2-3 hours at a time	No strenuous activity beyond usual office duties and driving in the Lancashire region

MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
<p>Yes – undertaking sessions and interventions with young people and families.</p> <p>High levels of concentration required during assessments and completing accurate records</p>	Three or four times per week	For around two hours at a time

Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Not anticipated in usual work, but there may be incidents of behaviour or difficulties to manage within family sessions	Occasionally	During one hour of clinical session

EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
The post holder may be dealing with clients or colleagues who present with a level of emotional distress - daily	Direct	Some emotional topics raised by families weekly
WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	
The job may involve assessment and treatment of clients who are presenting with a level of emotional distress.	Occasionally	
Required to work in a variety of settings which will include client's homes. Some clients will present with difficult circumstances, e.g. homelessness, substance misuse, challenging behaviour, child protection, high deprivation, unkemptness	Occasionally	

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