

JOB DESCRIPTION

POST TITLE: CAMHS Children and Young People's Psychological Wellbeing Practitioner (CWP)

BASE: Wokingham

BAND: 5

LINE MANAGER: Primary Mental Health 4 Youth Team Lead

PROFESSIONAL ACCOUNTABILITY: Professional lead for Psychological Therapies

OUR VISION AND VALUES

Our Trust's vision is 'To be a great place to get care, a great place to give care.'

Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

The Primary Mental Health 4 Youth team is part of Wokingham Borough Council 's Emotional Wellbeing hub and sits alongside the Mental Health Support Teams (MHST).

The Teams, together, form part of a wider strategy for developing emotional and wellbeing support for young people across the Wokingham borough and there are close links between them.

The PMH4Y team is employed and supervised by Berkshire Healthcare CAMHS.

This is a new role within the PMH4Y service. The post-holder will work as a member of a multi-disciplinary team delivering high-quality, outcome – informed, low intensity evidence-based interventions for children and young people experiencing, mild to moderate anxiety, low mood, and behavioural difficulties.

The post holder will have successfully completed a CYP IAPT Graduate/Postgraduate Certificate in Brief Evidence-Based Interventions for Children and Young People with Common Mental Health

Problems and have the necessary knowledge, attitude, and capabilities to operate effectively in an inclusive, value driven service.

RESPONSIBILITIES

1) Therapeutic skills

- 1.1. Assess and deliver, outcome focused, evidence-based low intensity interventions to children and young people experiencing mental health difficulties.
- 1.2. Working in partnership, support children, young people in the self-management of presenting difficulties.
- 1.3. Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes.
- 1.4. Support and empower children, young people and families to make informed choices about the intervention.
- 1.5. Operate at all times from an inclusive values base, which recognises and respects diversity.
- 1.6. Accept referrals within agreed national and local protocols.
- 1.7. Undertake accurate assessment of risk to self, risk to others and risk from others.
- 1.8. Adhere to service referral protocols, signposting unsuitable referrals to the relevant service as necessary.
- 1.9. Escalate cases where the level of need becomes beyond scope or more severe, ensuring adherence to other relevant elements of service delivery.
- 1.10. Provide a range of information and support for low intensity evidence based psychological treatments. This may include guided self-help, CCBT, behavioural activation and information about pharmacological treatments. This work may be face-to-face, by telephone or via other media.
- 1.11. Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week to improve timely access and minimise waiting times.
- 1.12. Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- 1.13. Keep comprehensive and coherent records of all activity in line with service protocols and use these records and outcome data to inform clinical decision making. Complete all requirements relating to data collection.
- 1.14. Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- 1.15. Work collaboratively with a range of relevant others when indicated.
- 1.16. Work in collaboration with children, young people and communities to enhance and widen access.

2. TRAINING AND SUPERVISION

- 2.1. Prepare and present case load information to supervisors within the service on an agreed and scheduled basis, to ensure safe, effective practice and to enable on-going professional development.
- 2.2. Respond to, and implement, supervision suggestions by supervisors in practice.
- 2.3. Engage in, and respond to, personal development supervision to improve competences and practice.

3. PROFESSIONAL

- 3.1. Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up-to-date on new recommendations/guidelines set by the relevant departments.
- 3.2. Ensure that confidentiality is protected at all times.
- 3.3. Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- 3.4. Participate in individual performance review and respond to agreed objectives.
- 3.5. Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans contain up to date specialist knowledge of latest theoretical and service delivery models/developments.
- 3.6. Attend relevant conferences/workshops in line with identified professional objectives.

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.

GENERAL

- 1. This is a varied role where you'll be expected to undertake the range of responsibilities specified above, working together with your line manager and colleagues to ensure that the activities of this post make a real difference to our patients. Your line manager may ask you to undertake other reasonable duties to facilitate the smooth running of your service or team.
- 2. We are an equal opportunities employer and you'll be expected to role model equality of opportunity, live the values and always operate in accordance with our Equal Opportunities Policy.
- 3. Health and Safety at work is important to us and we would like you to role model the highest standards of behaviour and go above and beyond by adopting excellent practice where it links to the health and wellbeing of our colleagues. It is important that you cooperate with us to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, you should refer to the associated and expected behaviours that are relevant to this role - your line manager will be able to provide you with this detail.

Our values define the behaviours we are all expected to display during the course of our work and they underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

We may require you to work at or from a different work base or location from time to time, to meet service demands and deliver an operational service. Given the geographical nature of the Trust, you may be required to travel between Trust premises as part of your role.

We also may need to change your work base on a permanent basis and if this is the case, we will consult with you in line with our policies and procedures.

FLEXIBILITY

We may need to amend your job description and/or your duties from time to time in order that we can continue to provide the best possible service to our patients. It is important that you work with us to deliver our services, by complying with lawful and reasonable instructions, by adapting to new ways of working, and by attending training courses as requested from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

You'll be expected to attend and contribute to staff meetings and forums, supervision sessions, training courses, seminars and workshops, all of which will contribute to the development and enhancement of our current working practices.

You will also be expected to participate in all personal review meetings and to take responsibility for your own personal and professional development and the professional accountability for your role.

DATA PROTECTION ACT

We are all expected to be aware of the Data Protection Act and to follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

We all have a responsibility for health and safety, risk assessment and workplace inspections, and you will be expected to take reasonable care for your own health and safety and that of others.

You will also be expected to co-operate with your colleagues to ensure that statutory regulations, policies, codes of practice and departmental safety procedures are adhered to, and to attend any training programmes that we consider to be relevant.

INFECTION CONTROL

The Health and Social Care Act 2008: (code of practice on the prevention and control of infections and related guidance) sets out responsibilities for NHS managers, Heads of departments, Clinical Leads and all staff to ensure patients are cared for in a clean and safe environment. Cleanliness and prudent antimicrobial stewardship (AMS) is essential to ensure that people who use health and social care services receive safe and effective care.

Prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients and to the safety of staff and visitors. As a core element of the trust's clinical governance and risk programmes, all staff are required to be aware of their responsibilities and comply with infection prevention and control policies and guidelines.

CONFIDENTIALITY

We all have a responsibility to make sure that we don't disclose any information of a confidential nature relating to the services we provide or in respect of any service user, client or third party. This applies both during and after your employment.

You must not remove or copy any documents or tangible items including software which belong to the Trust or which contain any confidential information unless you have specific permission to do so. When you leave our employment, or if you are asked, you must return all documents and tangible items which are in your possession or are under your control, but which belong to us or contain or refer to any confidential information.

You should be aware that a breach of confidentiality may result in your dismissal and that, regardless of any disciplinary action that we may take, a breach of confidence could result in civil action for damages.

DATA QUALITY

We are all responsible for making sure that our data and electronic records are updated, accurate, relevant, reliable, and completed in line with our record keeping standards and policies.

CLINICAL GOVERNANCE

We aim to provide the highest standards of care. To help us achieve this aim, you are expected to follow acceptable working practices as defined in our policies and guidelines. You also have a personal responsibility to your colleagues and patients to keep yourself up to date with any changes to policies and to report any practice that you consider to be unacceptable through the appropriate channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

We need to make sure that we comply with the Asylum and Immigration Act 1996. To do this, we check the documentation of all applicants to confirm that they have the right to work in the UK. We won't offer employment to any applicant who does not have valid leave to remain and work in the UK or whose leave is subject to conditions which prevent them from taking up employment with us.

If your leave to remain and/or right to work status changes during the course of your employment, we will determine what impact this may have on our ability to continue employing you.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

We all have a responsibility for safeguarding individuals who come into contact with our services, whether they are a child or young person, a person with Learning Disabilities or an older or vulnerable adult.

We adhere to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, which places a duty of care and responsibility on us all to safeguard and promote the welfare of children.

SMOKE FREE

We operate a smoke free policy which means that smoking is not permitted on any of our sites. This also applies when you are travelling in vehicles (including owned and lease cars) whilst on official business, parked on our premises in privately owned vehicles, or transporting services users or visitors. We will not support taking additional breaks during the working day to smoke off site. Further information can be found in the Staff Smoke Free policy.

PERSON SPECIFICATION

| CATEGORY | ASSESSMENT METHOD | | |
|--|---|---|---|
| Education/Qualifications/Training Graduate/Postgraduate Certificate in Brief Evidence-Based Interventions for Children and Young People with Common Mental Health Problems (CYP IAPT)/successful completion of the CWP training programme. Other relevant postgraduate degree Literacy with evidence of good report writing. | Application Form Essential or Desirable Essential Desirable Essential | Interview Essential or Desirable | Selection Tool Application Form Application Form Application Form |
| | | | |

| | | | |
|--|---|---|---|
| Continuous Professional Development <ul style="list-style-type: none"> Evidence of training/qualifications relating to working with children, young people and families | Essential | | Application Form |
| Previous Experience <ul style="list-style-type: none"> Experience of working with children and young people with mental health issues Worked in a service where targets were agreed and progress towards the targets were used to demonstrate outcomes. | Essential Desirable | Essential Desirable | Application Form / Interview Question Application Form / Interview Question |
| Knowledge and skills <ul style="list-style-type: none"> Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional well-being Responsive to and willing to ask for feedback and supervision Demonstrates an understanding and can identify common mental health issues experienced by children and young people Understand why it is essential to use evidence-based interventions when possible Understand why collecting feedback from children, young people and parents is important Ability to demonstrate how to effectively put training into practice Able to develop good therapeutic relationships with clients Received training (either formal or through experience) and carried out risk assessments within scope of practice Able to develop good professional relationships with colleagues inside | Essential Essential Essential Essential Essential Essential Essential Essential Essential | Essential Essential Essential Essential Essential Essential Essential Essential Essential | Application Form / Interview Question Application Form / Interview Question Application Form / Interview Question Application Form / Interview Question Application Form / Interview Question Application Form / Interview Question Application Form / Interview Question |

| | | | |
|--|-----------|-----------|---------------------------------------|
| and beyond child and adolescent mental health services | | | Application Form / Interview Question |
| <ul style="list-style-type: none"> Excellent verbal and written communication skills, including telephone skills and use of internet mediated communication | Essential | Essential | |
| <ul style="list-style-type: none"> Computer literate – able to use excel database and word. | Essential | Essential | Application Form / Interview Question |
| Additional Requirements | | | |
| <ul style="list-style-type: none"> High level of enthusiasm and motivation | Essential | Essential | Interview |
| <ul style="list-style-type: none"> Excellent organisational and self management skills | Essential | Essential | Interview |
| <ul style="list-style-type: none"> Ability to use supervision and personal development positively and effectively | Essential | Essential | Application Form / Interview Question |
| <ul style="list-style-type: none"> Able to work under pressure | Essential | Essential | |
| <ul style="list-style-type: none"> Regard for others and respect for individual rights of autonomy and confidentiality | Essential | Essential | Application Form / Interview Question |
| <ul style="list-style-type: none"> Ability to be self-reflective in own personal and professional development and in supervision | Essential | Essential | |
| <ul style="list-style-type: none"> Fluent in English language | Essential | Essential | Interview Question |
| <ul style="list-style-type: none"> Fluent in languages other than English | Desirable | Desirable | |
| <ul style="list-style-type: none"> Car user with ability and willingness to travel to locations throughout the organisation – access to use of car. | Essential | Essential | Application Form / Interview Question |

DATE OF ISSUE: February 2024