

Job Title:	Trainee Children & Young People’s Wellbeing Practitioner (CWP)
Band:	Agenda for change Band 4
Hours:	37.5 hours
Department:	Croydon Children’s Wellbeing Practitioner Service
Location:	Croydon CAMHS
Reports to:	CWP Supervisor
Responsible for:	Working with communities to improve mental health outcomes for children and young people, including planning and delivering activities as part of a community prevention approach and providing assessment and intervention using evidence-based approaches.

Job Purpose:

CYP IAPT The Children and Young People’s Improving Access to Psychological Therapies programme (CYP IAPT) is a service transformation programme delivered by Health Education England and partners that aims to improve existing children and young people’s Mental Health Services (CYP MHS) working in the community. CYP Wellbeing Practitioner training will benefit from being integrated fully within CYP MHS and linked to the CYP IAPT Collaborative, which brings a valuable organisational infrastructure. Job Purpose This is a training role within the Children and Young People’ Improving Access to Psychological Therapies programme (CYP IAPT).

The post-holder will work within a CYP MHS as part of a multidisciplinary team delivering, under supervision, high-quality; outcome–informed, focused, evidence-based interventions for children and young people experiencing, mild to moderate anxiety, low mood, behavioural difficulties. The training and service experience will equip the post holder with the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value driven service. The post holder will attend all university based taught and self-study days required by the education provider, as specified within the agreed national curriculum, and work in the service for the remaining days of the week using their newly developed skills.

SLaM values and commitments:



Main Duties and Responsibilities

1. THERAPEUTIC SKILLS

- Assess and deliver, under supervision outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties.
- 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. 1.4. 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.
- Accept referrals within agreed national and local protocols.
- Undertakes accurate assessment of risk to self and others.
- Adhere to the service referral protocols. Under supervision signpost unsuitable referrals to the relevant service as necessary.

- 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.
- Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- 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.

2. TRAINING AND SUPERVISION

- Attend and fulfil all the requirements of the training element of the post including practical, academic, and practice-based assessments.
- Apply learning from the training programme to practice.
- Receive supervision from educational providers in relation to course work to meet the required standards.
- Prepare and present case load information to supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competences and practice.

3. PROFESSIONAL

- 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.
- Ensure that confidentiality is protected at all times.
- Ensure clear objectives are identified, discussed, and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences/workshops in line with identified professional objectives.

4. GENERAL

- Contribute to the development of best practice within the service.
- Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance, and best practice.
- Maintain up-to date knowledge of legislation, national and local policies, and procedures in relation to children and young people's mental health.
- All employees have a responsibility and a legal obligation to ensure that information processed 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.

PERSON SPECIFICATION

Essential		Desirable	Assessment Method
Demonstrable ability to meet the Trust's Values <ol style="list-style-type: none"> 1. Be caring, kind and polite 2. Do what I'm saying I'm going to do 3. Take time and listen to you 4. Be honest and direct with you 5. Be prompt and value your time 			Application Form Interview
Qualification	<ul style="list-style-type: none"> • Undergraduate degree, upper second class or above, in Psychology OR related subject (e.g., Psychology, Education, Childhood development, Social Work etc), OR any subject with further training or experience in a relevant field (e.g., Teaching/TA; Learning Support; HCA; Youth Work; Counselling etc) • Evidence of working with children and young people with mental health difficulties • Evidence of ability to study successfully at undergraduate level or the equivalent 	<ul style="list-style-type: none"> • Training in nursing, social work, occupational therapy, counselling or within a specific psychological therapy • Other relevant postgraduate degree 	Application Form
Experience	<ul style="list-style-type: none"> • Good theoretical knowledge of the problems experienced by and needs of a CAMHS population and of methods of assessment and treatment. • Awareness of racial and diversity issues. • Evidence of working with children and young people with mental health difficulties. • Evidence of understanding psychological intervention 	<ul style="list-style-type: none"> • Experience of working in mental health or clinical setting or related services. • Worked in a service where agreed target are in place to demonstrating outcomes. 	Application Form Interview

	<ul style="list-style-type: none"> • Evidence of providing workshops, webinars in community • Evidence of carrying basic research and evaluation work, routine outcome measure 	<ul style="list-style-type: none"> • Ability to manage own caseload and time. 	
Skills & Competencies	<ul style="list-style-type: none"> • Well-developed verbal and written communication skills including communicating complex, information to clients, families and colleagues. • Ability to communicate complex, sensitive or contentious information to people who may have impediments to understanding. • Well-developed IT skills including entry and analysis of research data. 	<ul style="list-style-type: none"> • Ability to manage own caseload and time • Speaks a second language 	Application Form Interview Question
	<ul style="list-style-type: none"> • Ability to study as a self-motivated learner and implement training with appropriate support • Ability to personally manage a sensitive, traumatic and potentially emotionally, Ability to manage verbal abuse and hostility directed at self. • Ability to manage occasional emotionally stressful situations such as working with victims of abuse or trauma, or with people who engage in severe self-harming or aggressive behaviour. 		

	<ul style="list-style-type: none"> • Ability to work effectively within a multi-disciplinary team, participating in effective team functioning and holding team roles. • Good resilient ability and reflective thinking, and being a good team Player • Ability to identify and follow relevant clinical governance procedures, Trust policy and senior clinicians' suggestion. • Ability to maintain concentration and to remain in restricted positions for long periods during observations, assessments and psychological interventions. 	
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About South London and Maudsley:

South London and Maudsley NHS Foundation Trust (SLaM) provide the widest range of NHS mental health services in the UK as well as substance misuse services for people who are addicted to drugs and alcohol. We work closely with the Institute of Psychiatry, Psychology and Neuroscience (IoPPN), King's College London and are part of King's Health Partners Academic Health Sciences Centre. There are very few organisations in the world that have such wide-ranging capabilities working with mental illness. Our scope is unique because it is built on three major foundations: care and treatment, science and research, and training.

SLaM employ around 5000 staff and serve a local population of 1.1 million people. We have more than 230 services including inpatient wards, outpatient and community services. Currently, provide inpatient care for approximately 5,300 people each year and treat more than 45,000 patients in the community in Croydon, Lambeth, Lewisham and Southwark; as well as substance misuse services for residents of Bexley, Bromley and Greenwich.

By coming to work at SLaM, you will gain experience of being part of an organisation with a rich history and international reputation in mental health care. You will have access to professional development and learning opportunities, and have the chance to work alongside people who are world leaders in their field. SLaM delivered more than 14,000 training experiences in 2014; providing an extensive range of learning

opportunities for staff at all levels. In addition, our working relationship with King's Health Partners allows those working at the Trust to get involved in academic research.

Site/Trust Policy and Procedures:

Confidentiality:

Confidentiality/data protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all Trust Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.

Equal Opportunities:

Promote the concepts of equality of opportunity and managing diversity Trust wide.

Health and Safety:

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.

Infection Prevention and Control:

Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with Trust policy.

Professional standards and performance review:

Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.

Service/Department standards:

Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.

Finance:

All Trust staff will comply with the financial processes and procedures.

Safeguarding Children & Vulnerable Adults:

Employees must be aware of the responsibilities placed on them under the Children Act 1989, 2004 and the trusts safeguarding vulnerable adults policy.

Code of Conduct:

The post holder is required to adhere to the standards of conduct expected of all NHS managers set out in the Code of Conduct for NHS managers.

SUMMARY:

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the Trust and its services, as well as the personal development of the post holder.