

JOB SPECIFICATION AND DESCRIPTION

Title:	Children and Young Peoples Psychological Therapies (CBT)
Hours:	37.5
Pay:	£37,338



The Children and Young People's Psychological Therapies (CYP-PT) is a service transformation programme that aims to improve existing children and young people's mental health Services (CYP MHS) working in the community.

Job Purpose

This is an NHSE funded training post as part of the Child and Young People's (CYP) Psychological Therapies training programme which involves part time working as a Practitioner in the CHUMS **Milton Keynes** Wellbeing Service and part time studying with UCL/Anna Freud.

We are seeking highly motivated and clinically experienced candidates who are enthusiastic about making a difference to children and young people's mental health through evidence-based interventions based on NICE Guideline recommended treatment. You will have a registerable professional qualification in a relevant subject with experience working with children, young people and their families in a mental health setting.

This intensive training post will equip the post-holder to provide interventions for children and young people experiencing anxiety or low mood presentations consistent with the evidence base in the area of CBT. The post-holder will work in the service, for at least 2.5 days of the week using the newly developed skills whilst attending the training programme or undertaking self-study days for the remaining days, as required by the education provider.

You will be committed to the CYP Psychological Therapy 5 core principles and to providing accessible, compassionate and effective support for children and young people, along with a dedication to equity, diversity and inclusion.

The post holder will hold an appropriate training case load and complete the necessary assignments to meet the course requirements at the equivalent of an NHS band 6.

Important: Candidates will need to apply to and be accepted by both CHUMS for their placement and UCL for their academic studies. Candidates cannot progress if they are not accepted by both organisations.

More information about the course content and the different modalities can be found on the Anna Freud webpage: <https://www.annafreud.org/ucl-postgraduate-study/ucl-postgraduate-programmes/child-and-young-person-iapt-therapy-pg-dip/>

There is also a useful training FAQ section for prospective candidates: [Prospective Trainees CYP IAPT Therapy Programme FAQ's.docx - Google Docs](#)

Main Duties and Responsibilities:

- With the assistance of their clinical supervisor accept appropriate referrals;
- Assess clients for suitability for the treatment for which modality specific training is provided;
- Make decisions on suitability of new referrals, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary;
- Undertakes accurate assessment of risk to self and others.
- Formulate, implement and evaluate therapeutic intervention for clients in line with their training modality and experience;
- Involve the system around the child in treatment as appropriate, e.g. parent/carer, school, conveying therapy formulations and care plans with sensitivity in easily understood language;
- Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- Work in collaboration with children, young people and communities to enhance and widen access.
- Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate;
- Complete all requirements relating to data collection within the service;
- Keep coherent records of all clinical activity in line with service protocols;
- Work closely with other members of the team ensuring appropriate step-up, step-down and signposting arrangements are in place to maintain a stepped care approach.
- Operate at all times from an inclusive values base, which recognises and respects diversity.

Training & Supervision:

- Fulfilling the requirements of and completing a PG diploma at UCL/Anna Freud including practical, academic, and practice-based assessments, alongside private study;
- Apply learning from the training programme in practice;
- Prepare and present clinical information for all patients on their caseload to clinical, case management supervisors and practice tutors on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, 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

Professional:

- Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g., BPS, HCPC, BABCP), and keep up to date on up to date professional best practice recommendations/guidelines
- Ensure that client confidentiality is protected at all times and comply with data management systems and processes including submissions to the training provider;
- Be aware of, and keep up to date with advances in the spheres of care pathway;
- Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development;
- Attend clinical/managerial supervision on a regular basis as agreed with Manager;
- 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.
- Participate in individual performance review and respond to agreed objectives;
- Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments;
- Attend relevant conferences / workshops in line with identified professional objectives.
- Behave in a professional manner at all times.

General:

- To contribute to the development of best practice within the service;
- To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children's mental health and social care needs;
- All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public;
- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the GDPR 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.
- To provide hybrid based support i.e. virtual and face to face based on the needs of the service user

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 CHUMS and its services, as well as the personal development of the post holder.

PERSON SPECIFICATION
Children and Young People's Psychological Therapies
Trainee: CBT Modality

Qualifications	- Minimum second-class Bachelor's Degree or equivalent standard in a relevant subject (e.g. psychology, social work etc); OR - Applicants who do not fulfil the academic criteria but have relevant professional experience are still encouraged to apply and will be considered on a case-by-case basis. ----- AND - A registerable professional qualification in a relevant field with therapy experience (e.g. psychology, CWP, EMHP and low intensity therapies, nursing, health visiting, social work, occupational therapy, speech and language therapy, special needs teaching, psychiatry, psychotherapy, counselling)
Skills/ Competencies	- Ability to communicate effectively and sensitively with children, young people and their families, whilst considering social differences; - Ability to maintain a reflective stance in emotive/challenging interactions with children and their carers; - Ability to work collaboratively and respectfully with children, young people and their families; - Ability to manage sensitive and potentially emotionally distressing caseload material; - Ability to reflect on own practice in clinical supervision and peer groups; - Professional experience and understanding of evidence-based practice and its influence on good clinical practice; - Ability to follow policy and clinical governance procedures and maintain accurate records; - Ability to complete postgraduate academic work and balance course and placement demands; - Adaptable and able to work with diverse communities; - Excellent time management and organisational abilities, including autonomous management of a complex caseload; - Effective oral and written communication and excellent IT skills; - Able to accommodate travel demands associated with the role; - Where English is not the first language, proficiency at IELTS Band D or equivalent is required.

Knowledge	• Knowledge, understanding and practical experience of risk and safeguarding assessment and management concerning children and young people.	• Knowledge and understanding of CBT theory and its application.
Experience	• Two or more years of qualified experience working with children, young people and families in a mental health setting; • Experience of multi-agency and/or multi-disciplinary working and liaison across internal and external agencies.	• Previous experience of working within a CBT framework and/or using CBT informed interventions; • A year or more experience working within a CBT framework and/or using CBT informed interventions (e.g. PWP, CWP, EMHP and Parent Trainer); • Working with marginalised populations • Experience of supporting CYP with needs relating to neurodiversity or understanding of the relationship between neurodivergence and mental health needs
Personal Qualities// Other	• Motivated to learn and be challenged; • Capacity to work well in teams; • Full, enhanced and current satisfactory DBS disclosure for the role; • Able to travel to meet post requirements; • Eligibility for UK Home fees at UCL.	• Grew-up in, or has experience of living or working in Milton Keynes • Speaks another language other than English • Identifies as being from an underrepresented group within the profession