

JOB DESCRIPTION

Title:	Children's Wellbeing Practitioner (CWP) Trainee
Hours:	37.5 (including study time)
Reporting to:	CWP Supervisor
Accountable to:	Family Wellbeing Team Lead
Location:	Milton Keynes and Bedfordshire (BLMK)



CYP-PT

The Children and Young People's Psychological Therapies (formerly IAPT) is a service transformation programme delivered by NHS England that aims to improve existing children and young people's Mental Health services (CYP-MHs) working in the community.

Job Purpose

This training role is within the CHUMS Community Wellbeing Services across BLMK increasing outreach and accessibility to provide timely early intervention. The post-holder will work within a psychologically lead mental health and wellbeing team comprising a range of professionals.

Trainees will be delivering, under supervision, high-quality; brief outcome focused evidence-based interventions and guided self-help (group and 1:1) for children and young people experiencing mild to moderate mental health difficulties and their families within the community. 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 teaching and onsite protected learning time 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.

The Candidate

We are interested in candidates from all backgrounds and with a range of personal and professional experiences. We have a particular interest in hearing from candidates who:

- Represent the local area i.e. BLMK and are passionate about contributing to positive long-term community change
- Who are curious, respectful and open to different perspectives
- May identify as expanding the diversity of the typical caring workforce
- Who speak more than one language
- Has interests in digital care models potentially with associated I.T experience

Main Duties and Responsibilities

1. Therapeutic skills

1.1. Assess and deliver, under supervision, outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties within the community.

1.2. Working in partnership, support children, young people experiencing mild to moderate mental health difficulties and their families 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 Regularly undertake the planning, delivery and implementation of participation activities in service and in the community.

1.6 On occasion, prepare and deliver training sessions to professional groups within service and in the community and evaluate the impact and outcomes of such training sessions.

1.7 Contribute to networking and building close working relationships with community groups and organisations to improve access to psychological support and enhance the overall impact of CWP role within the community.

1.8. Operate at all times from an inclusive values base, which recognises and respects diversity.

1.9. Accept referrals within agreed national and local protocols.

1.10. Undertakes accurate assessment of risk to self and others.

1.11. Adhere to the service referral protocols. Under supervision, unsuitable referrals to the relevant service as necessary.

1.12. 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.

1.13. Provide a range of information and support for evidence based psychological treatments, primarily guided self-help. This work may be face-to-face, by telephone or via other media.

1.14. 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.

1.15. Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.

1.16. 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.

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

1.18. Work within a collaborative approach involving a range of relevant others when indicated.

1.19. Work in collaboration with children, young people and communities to enhance and widen access.

2. Training and Supervision

2.1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.

2.2 As well as attendance at the University for training, fulfil private study requirements to enhance learning and prepare assignments for examination.

2.3. Apply learning from the training programme to practice.

2.4. Receive practice tutoring from educational providers in relation to course work to meet the required standards.

2.5. 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.

2.6. Prepare and present case information and videos to course staff in practice tutor groups and other small groups in the university setting on an agreed and scheduled basis, to enhance clinical skill development.

2.7 Respond to and implement supervision suggestions by supervisors in practice.

2.8. Engage in and respond to personal development supervision to improve competencies 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 supervisors 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 maintain up to date specialist knowledge of the latest theoretical and service delivery models/developments.

3.6. Attend relevant conferences/workshops in line with identified professional objectives.

4. General

4.1. Support the collection of data and facilitate data flow to the Workforce Development Team.

4.2. Contribute to the development of best practice within the service.

4.3. Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.

4.4. Maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health

4.5. 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 (2018) and Security and Confidentiality Policies.

4.6. 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.

4.7. 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 Children's Wellbeing Practitioner (CWP) Trainee

Personal Specification	Essential	Desirable	Assessment Method
Qualification	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.) OR relevant professional experience in CYP Mental Health/Education/ Mentorship (to be considered on a case-by-case basis)	Training in nursing, social work, occupational therapy, counselling or within a specific psychological therapy Psychology or other health /social care/youth related undergraduate degree Other relevant postgraduate degree	Application Form
Experience	Previous experience of working with children and young people	Experience of working in mental health or related services Worked in a service where agreed targets in place to demonstrating outcomes	Application Form/ Interview Question

		Experience of working with diverse populations	
Skills & Competencies	Ability to study as a self-motivated learner and implement training with appropriate support Demonstrates high standards in written and verbal communication Demonstrates ability to work well with other professionals/colleagues Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload.	Ability to manage own caseload and time Speaks a second language Demonstrates an ability to present mental health psychoeducation to non-mental health audiences	Interview question
Other	Full, enhanced and current satisfactory DBS disclosure for the role. Able to travel across Milton Keynes, Bedfordshire and Luton to meet post requirements		

Candidates will only be invited for interview if they meet the essential criteria for this post.

The desirable criteria will be used to shortlist where the application of the essential criteria produces a large number of applicants.