

WWW.OTRBRISTOL.ORG.UK

@OTRBRISTOL

@OTRBRISTOL

OTRBRISTOL

# OTR

**OFF THE RECORD BRISTOL**

Registered Charity #1085351

**YOUNG PEOPLE -  
CHANGING MINDS**

8-10 West Street  
Old Market  
Bristol  
BS2 0BH

## **YOUTH MENTAL HEALTH PRACTITIONER ROLE DESCRIPTION AND PERSON SPECIFICATION**

Dear applicant,

Thank you for your interest in this post. Please find below some background information and other details to help you decide whether to apply for the position.

In the interests of equality CVs will not be accepted so please use the job application form to apply. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

### **Following:**

- Role Summary
- Role description
- Person specification
- About us

Application forms can be downloaded from the website [www.otrbristol.org.uk](http://www.otrbristol.org.uk) and can be submitted by either **email to [recruitment@otrbristol.org.uk](mailto:recruitment@otrbristol.org.uk)** or by post to the address above.

The closing date for this role is **12 noon, 13th August 2018**, and interviews will be held on 20th August 2018 in Bristol.

Candidates shortlisted for interview will be informed by telephone, so please ensure that you provide us with a phone number on which we can reach you on this date. We will not be able to contact unsuccessful candidates.

If you wish to have an informal discussion about the post, please contact Cat Taylor, [cat@otrbristol.org.uk](mailto:cat@otrbristol.org.uk) or call 0808 8089120.

Yours faithfully,

Charlie Hubbe  
Finance & HR Administrator  
**OTR Bristol**

Charity No. 1085351  
Company No. 4150044

## **ROLE SUMMARY**

<b>Job Title</b>	Youth Mental Health Practitioner
<b>Salary</b>	£23,945 - £26,539
<b>Contract</b>	Fixed Term to March 2022
<b>Hours</b>	37.5 hours. May include evenings and weekends
<b>Leave</b>	Flexible - Your basic entitlement is 20 statutory days plus 8 statutory holidays. However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need, including study leave.
<b>Pension</b>	Up to 3% of above salary for standard contracted hours after completion of probation.
<b>Location</b>	Based at The Station, Silver Street, Bristol, BS1 2AG
<b>Accountable To</b>	Cat Taylor – OTR Team Leader
<b>Job Purpose</b>	<ul style="list-style-type: none"> <li>To work with children/young people across Bristol and South Gloucestershire up to their 18th birthday.</li> <li>To contribute to offering an intensive package of support and treatment to children and young people who have experienced a mental health crisis necessitating either attendance at A &amp; E or a Tier 4 admission and/or form part of an additional package of support to their Community CAMHS Tier 3 step up or Tier 4 step down care plan (where there is evidence of the child experiencing high levels of mental distress such that they are continually struggling to emotionally self-regulate, and their levels of need and risk are assessed as requiring the need for the outreach service to offer crisis intervention).</li> <li>These children/young people will have complex mental health problems. Some of these mental health problems frequently present themselves as an inability to emotionally self-regulate on the part of the child/young person, such that the child/young person may self-injure, attempt suicide, experience suicidal thoughts and at times of emotional crisis place themselves and/or others at risk.</li> <li>Some children will have a psychiatric diagnosis and the Team may contribute to supporting a CAMHS care plan.</li> <li>The team will provide an intensive, flexible, community based approach and work closely with a wide range of other professionals and agencies in order to provide joined-up interventions to this high risk, vulnerable client group and their families.</li> <li>This post will involve working as a Youth Mental Health Practitioner as part of the Community Triage Assessment and Outreach (CTAO) Team: Holding the responsibility for, and working autonomously with a small but intensive caseload, acting as a key worker in the specialist assessment, care planning and treatment of individual cases.</li> <li>The post will contribute to the development of a programme of support that both young people and parents can access as part of the CTAO offer. This could include structured group work or more well being focused groups such as yoga.</li> </ul>
<b>Key Relationships</b>	<ul style="list-style-type: none"> <li>NHS Colleagues based within the team</li> <li>OTR Services Manager</li> <li>CAMHS and other service providers across Bristol &amp; South Gloucestershire.</li> <li>OTR Bristol</li> <li>Other agencies within the area who support the needs of children and young people</li> </ul>

## **ROLE DESCRIPTION**

<b>Interventions</b>	<ul style="list-style-type: none"> <li>● To develop a therapeutic alliance with young people and in some cases their family. To talk to young people, listen to their needs and give positive feedback.</li> <li>● To input, provide and undertake assessments, including risk assessments, of referred clients in both acute (hospitals) and community settings.</li> <li>● To formulate, plan and provide specific interventions of referred clients and their families, following models appropriate to the service area.</li> <li>● To input the CTAO mental health advice, guidance and consultation to other professionals/agencies to assist in the support, formulation, diagnosis and treatment of clients.</li> <li>● To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation, treatment plans and needs of clients and their families.</li> <li>● To liaise with other health, social care and education staff, from a range of agencies, regarding the care provided to clients from each service.</li> <li>● To carry out work in a wide variety of settings, including clients' homes and schools, to best meet the client's needs and in line with service practice.</li> <li>● To carry out structured and time-limited meal support for clients diagnosed with an Eating Disorder.</li> <li>● To carry out work autonomously and to hold responsibility for a small but intensive caseload; with the support and guidance of the CTAO supervisors, partnership lead and organisational managers.</li> <li>● To support a child/young person attending ongoing assessments of the impact of prescribed medication on individual young people both in terms of therapeutic effect and untoward side effects – dependent of professional training and expertise.</li> <li>● To ensure that the wider services of OTR are accessed and utilized by the clients that you support.</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>● To continue to develop skills in the area of training and developing therapeutic alliances with those they work with.</li> <li>● To provide advice and consultation, where appropriate, to other health, social care, voluntary sector and education staff working with the target client group.</li> </ul>
<b>Service Development</b>	<ul style="list-style-type: none"> <li>● To contribute to the development, evaluation, implementation and monitoring of the operational policies of the CTAO.</li> </ul>
<b>Research and Evaluation</b>	<ul style="list-style-type: none"> <li>● To utilise theory, literature and research to support evidence based practice in individual work and family work and with other team members and inter-agency colleagues.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>● To ensure the development and maintenance of the highest personal and professional standards of practice, through active participation in internal and external supervision, training and development programmes.</li> <li>● To work flexibly and with initiative to meet the core aims of service delivery to children, young people and their families.</li> <li>● To contribute to the development and articulation of best practice within the service areas by exercising the skills of a reflective practitioner, taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the post holder's area of specialism and in child mental health and related disciplines.</li> <li>● To maintain the highest standards of record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with Service and Partner's policies and procedures.</li> <li>● To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and client group.</li> <li>● To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the partnership lead.</li> <li>● To attend Off The Record, Community CAMHS, Inpatient CAMHS, and discipline specific meetings as may be agreed with the Programme Lead and OTR Service Manager.</li> </ul>

## **PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
<b>Education &amp; Training</b>	Evidence of mental health training.	A relevant degree or professional qualification in psychology, social work, mental health nursing, youth work or an allied health profession.
<b>Experience</b>	At least two years experience working with children and young people in a health or social care organisation.	Experience working in a multi- disciplinary team.
<b>Knowledge</b>	<p>Good knowledge of young people’s mental health and wellbeing.</p> <p>Demonstrable knowledge of health and social care systems and structures.</p> <p>An understanding of anti- oppressive practice.</p>	
<b>Skills &amp; Qualities</b>	<p>The ability to work independently and as part of a multi-disciplinary team.</p> <p>The ability to engage young people in meaningful therapeutic alliances.</p> <p>The ability to set clear boundaries and be consistent.</p> <p>The ability to assess and engage positively with risk.</p>	The ability to deliver brief therapeutic interventions.
<b>Personal</b>	<p>A deep personal commitment to the emotional health and wellbeing of children and young people.</p> <p>A commitment to social justice and the aims and values of OTR.</p> <p>Patience, a sense of humour, integrity and emotional courage.</p> <p>Resilience and self care.</p>	
<b>Other</b>	<p>Willingness and ability to travel and work flexibly across a seven day week.</p> <p>Full UK driving licence and access to a car.</p>	

## ***ABOUT US***

<b>What We Believe</b>	<b>What We Value</b>	<b>How We Behave</b>
<ul style="list-style-type: none"><li>- All theoretical models are wrong, but all of them are useful</li><li>- Relationships are what make the difference</li><li>- Mental health is social and political as well as personal</li><li>- Social networks are more powerful than individual solutions</li><li>- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities</li><li>- Participatory services are more effective than transactional ones</li><li>- Our work is a vocation</li></ul>	<ul style="list-style-type: none"><li>- Collaboration</li><li>- Diversity</li><li>- Learning</li><li>- Sharing</li><li>- Participation</li><li>- Self-efficacy</li><li>- Self-care</li><li>- Transparency</li><li>- Agency</li><li>- Creativity</li><li>- Social Action</li><li>- Pragmatism</li></ul>	<ul style="list-style-type: none"><li>- We're accommodating</li><li>- We're integrated</li><li>- We're thoughtful</li><li>- We're supportive</li><li>- We're open</li><li>- We're resourceful</li><li>- We're resilient</li><li>- We're communicative</li><li>- We're independent</li><li>- We're imaginative</li><li>- We're motivated</li><li>- We're adaptable</li></ul>