



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack

CYP WELLBEING PRACTITIONER (in training) 2 Posts - 1 x Freedom (LGBTQ+), 1 x ZAZI (BAME)

Dear applicant,

Thank you for your interest in these posts. 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.

Enclosures:

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

Please complete the application form, indicating which post you are interested in, and return by email to recruitment@otrbristol.org.uk or by post to the address above.

The closing date for these roles is **9am Monday 19th October 2020** and interviews will be held on **Thursday 29th October** in Old Market, Bristol. The anticipated start date will be in early January, however, there may be a requirement to attend an induction session at Exeter University in December tbc.

If you wish to have an informal discussion about the posts, please contact:

- Henry Poultney - henry@otrbristol.org.uk regarding the Freedom (LGBTQ+) post
- Tanya Williams – tanya@otrbristol.org.uk regarding the ZAZI (BAME) post.

Best wishes,

Kellie Horder
HR Manager | OTR Bristol

Role Summary

Job Title	CYP Wellbeing Practitioner (in training) 1 x Freedom (LGBTQ+), 1 x ZAZI (BAME)
Salary Grade	OTR Band B £22,212 - £26,539. Starting salary £22,212
Hours	37.5 per week
Contract	Fixed term to 31 December 2021
Leave	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.
Pension	Up to 3% of above salary for standard contracted hours.
Location	Based in various OTR offices and schools as agreed with your line manager
Accountable To	Clinical Supervisor and Team Manager
CYP IAPT	<ul style="list-style-type: none"> 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. Wellbeing Practitioners in training will benefit from being integrated fully within CYP MHS and linked to the CYP IAPT collaborative.
Job Purpose	<ul style="list-style-type: none"> 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 multi-disciplinary 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.
Key Relationships	<ul style="list-style-type: none"> Team Manager Clinical Supervisor Participation Leads Young People Operations Director Applicable external services.

Role Description

Therapeutic skills	<ul style="list-style-type: none"> ● 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. ● 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. ● Undertake 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.
Training and Supervision	<ul style="list-style-type: none"> ● 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. ● Engage in and respond to personal development supervision to improve competences and practice.
Professional	<ul style="list-style-type: none"> ● 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.

	<ul style="list-style-type: none"> Attend relevant conferences/workshops in line with identified professional objectives.
General	<ul style="list-style-type: none"> 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.

Person Specification

	Essential	Desirable
Qualification	<ul style="list-style-type: none"> Evidence of ability to study successfully at undergraduate level or equivalent Evidence of numeracy 	<ul style="list-style-type: none"> Psychology or other health/social care/ youth related undergraduate degree Other relevant postgraduate degree
Experience	<ul style="list-style-type: none"> Experience of working with children and/or young people 	<ul style="list-style-type: none"> Evidence of working with children and young people with mental health difficulties Experience of working in mental health or related services Experience of working to agreed targets and demonstrating outcomes
Knowledge	<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 Understanding of systems and contexts in which children and young people are likely to live 	<ul style="list-style-type: none"> Demonstrate an understanding of common mental health problems experienced by children & young people Able to identify common mental health problems in 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
Skills & Qualities	<ul style="list-style-type: none"> Ability to evaluate and put in place the skills gained during training Computer literate Excellent verbal and written communication skills, incl. telephone skills and use of internet based communication Able to develop good therapeutic relationships with clients Able to develop good professional relationships with colleagues inside and beyond child and adolescent mental health services 	<ul style="list-style-type: none"> Received training on (either formal or through experience) and carried out risk assessments within scope of practice

	<ul style="list-style-type: none"> • Responsive to and willing to ask for feedback and supervision 	
Training	<ul style="list-style-type: none"> • Able to attend the formal training as required • Able to complete academic components of the course • Able to integrate training into practice 	
Other	<ul style="list-style-type: none"> • High level of enthusiasm and motivation • Excellent organisational and self-management skills • Ability to use supervision and personal development positively and effectively • Able to work under pressure • Regard for others and respect for individual rights of autonomy and confidentiality • Ability to be self-reflective in personal and professional development and supervision • Able to travel between sites where children and young people may present (e.g. schools, NHS premises, home etc.) 	<ul style="list-style-type: none"> • Transport and/or ability and willingness to travel to locations throughout the organisation • Fluent in languages other than English

About Us

What We Believe	What We Value	How We Behave
- All theoretical models are wrong, but all of them are useful	- Collaboration	- We're accommodating
- Relationships are what make the difference	- Diversity	- We're integrated
- Mental health is social and political as well as personal	- Learning	- We're thoughtful
- Social networks are more powerful than individual solutions	- Sharing	- We're supportive
- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities	- Participation	- We're open
- Participatory services are more effective than transactional ones	- Self-efficacy	- We're resourceful
- Our work is a vocation	- Self-care	- We're resilient
	- Transparency	- We're communicative
	- Agency	- We're independent
	- Creativity	- We're imaginative
	- Social Action	- We're motivated
	- Pragmatism	- We're adaptable