



A MENTAL HEALTH SOCIAL MOVEMENT

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REGISTERED CHARITY #1085351 · OTRBRISTOL.ORG.UK

Job Pack

2 x CYP IAPT High Intensity Practitioner (in training)

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.

Enclosures:

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

Applicants will be assessed on their ability to meet the criteria listed in the Person Specification, but also need to meet essential criteria set by the education provider before you can apply. From the following list, **you must meet the criteria in both points 1 and 2, then either 3a or 3b:**

1. You must have a level 6 qualification - a bachelor's degree BA/BSc or BA/BSc Hons or equivalent - or a pre-existing PG Diploma of equivalent intensity/time commitment to the CYP-IAPT course.
2. You'll need to evidence the equivalent of 2 years full time practice working with CYP, adults or families in a mental health/support capacity.
- 3a. A core profession - Core professions include: BACP Accredited Therapist, Social Worker, Occupational Therapist or Mental Health Nurse.
- 3b. For those with suitable evidence of working with CYP and families can take a KSA (Knowledge, Skills and Attitudes framework) route (e.g. counsellors, nurses, and experienced support workers).

Please see the job pack for further information about the role. You can read more about the course content and assignments here <http://cedar.exeter.ac.uk/iapt/cyphandbook/cbt/>. To discuss the course or for details of how to apply, please contact Jo Harper jo@otrbristol.org.uk

The closing date for this role is **9am Monday 9th November 2020**, and interviews will be held on **Wednesday 25th November 2020 (face to face or Zoom - tbc)**. We will contact you by email if your application is shortlisted, we will not be able to contact unsuccessful candidates or provide individual feedback on applications.

Best wishes,

Kellie Horder

HR Manager | OTR Bristol



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Role Summary

Job Title	CYP IAPT High Intensity Practitioner (in training)
Salary Grade	Band B Starting salary £22,212fte (pro rata if appropriate)
Hours	30 hours per week (4 days) or 37.5 hours per week (5 days) (this may include some evening and weekend work)
Contract	Fixed term to 31st January 2022 (start date in February 2021)
Leave	Flexible - Your basic annual leave entitlement is 20 statutory days plus 8 statutory holidays (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
Pension	Up to 3% of above salary for standard contracted hours
Location	Taught course at Exeter University part of the week. The rest of the week - based in various OTR offices (ordinarily in Bristol and Yate, South Glos) as agreed with your line manager
Reporting To	Team Manager (Monitoring & Evaluation)
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. IAPT High Intensity Practitioners in training will benefit from being 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 OTR as part of a team delivering, under supervision, high-quality; outcome-informed, focused, evidence-based interventions for children and young people experiencing anxiety and depression. 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 CEO and Management Team Clinical Supervisor Young People 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 & 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.

	<ul style="list-style-type: none"> • Participate in individual performance review and respond to agreed objectives. • Keep all records up to date in relation to Continuous Professional Development and personal development plans, maintain up to date specialist knowledge of latest theoretical and service delivery models/developments. • 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 General Data Protection Regulations (GDPR) [2018] • 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.
Other	<ul style="list-style-type: none"> • Engage in training and development that is appropriate to the role, including OTR's internal training programme • Commit to OTR's core values, including young people's empowerment and participation • Work within the spirit and framework of all OTR policies, governance, and delivery philosophy

Person Specification

	Essential	Desirable
Education & Training	<ul style="list-style-type: none"> • Evidence of ability to study successfully at undergraduate level or equivalent (Level 6 qualification e.g. BA degree) • Evidence of numeracy 	<ul style="list-style-type: none"> • Psychology or other health/social care/youth related undergraduate degree • Other relevant postgraduate degree • Basic Cognitive Behavioural Training
Experience	<ul style="list-style-type: none"> • Experience of working with children and/or young people, and families, in a mental health setting (equivalent of 2 years' full time) 	<ul style="list-style-type: none"> • 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 • Demonstrate an understanding of common mental health problems experienced by children & young people, and some theoretical models of support for these 	<ul style="list-style-type: none"> • 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 & Abilities	<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 	<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"> • 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 • Responsive to and willing to ask for feedback and supervision • Able to attend the formal training as required • Able to complete academic components of the course • Able to integrate training into practice 	
Personal	<ul style="list-style-type: none"> • A deep personal commitment to the emotional health and wellbeing of children and young people. • A commitment to the aims, values and ethos of OTR. • Patience, a sense of humour, integrity and emotional courage. • Resilience and resourcefulness around own wellbeing. 	
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 	<ul style="list-style-type: none"> • Car driver 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

