



A MENTAL HEALTH SOCIAL MOVEMENT

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
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Job Pack

2 x Youth Mental Health Practitioner (fixed term and maternity cover)

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.

The job pack consists of:

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

Application forms can be downloaded from the website www.otrbristol.org.uk and can be submitted by either email to recruitment@otrbristol.org.uk or by post to the address above.

The closing date for this role is **12 midday, Thursday 29th October 2020** and interviews will be held on **Thursday 5th November 2020**. 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.

If you wish to have an informal discussion about the post, please contact **Anna Pearce** via email – anna@otrbristol.org.uk

Best wishes,

Kellie Horder
HR Manager | OTR Bristol



A MENTAL HEALTH SOCIAL MOVEMENT

Role Summary

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| Job Title | Post 1 - Youth Mental Health Practitioner (fixed term to 31 March 2022) and Post 2 - Youth Mental Health Practitioner (maternity cover) |
| Salary Grade | Band B (Practitioner) £23,945-£26,539 (pro rata) Actual pro rata starting salary £19,156 |
| Hours | Both posts are offered as 30 hours per week (this may include some evening and weekend work) |
| Contract | Post 1 - Anticipated to end on 31st March 2022 Post 2 - Up to 12 months - this post is temporary to cover maternity leave and is anticipated to end when the maternity leave ends, although this may be extended according to operational requirements. |
| 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 | Based at Campbell House (previously Colston Fort), Montague Place, Bristol, BS6 5UB |
| Reporting To | Team Manager (NHS Partnerships) |
| Direct reports | n/a |
| Job Purpose | <ul style="list-style-type: none">• To work with children/young people across Bristol and South Gloucestershire up to their 18th birthday.• 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 & E, a Tier 4 admission or a general Tier 3 CAMHS referral.• To form part of an additional package of support to a young person's 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 / short term intervention).• 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. Being able to openly and sensitively talk about these issues in a non-judgmental and informative manner is a crucial part of the role.• 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, in some instances, their families. |

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| | <ul style="list-style-type: none"> • This post will involve working as a Youth Mental Health Practitioner as part of the wider multi-disciplinary CAMHS Intensive Outreach Team (CIOT). Working in partnership with this team, and working autonomously with a small but intensive caseload. Safety planning, care planning, assessing risk, assessing mental state, planning and implementing interventions within a treatment pathway are all integral parts of the role. • Signposting to other young people's services, groups and projects (both within and outside of OTR) to contribute to a full programme of support that both young people and parents can access as part of the CIOT offer. This could include structured group work, 1:1 therapy or more health promotion focused groups such as yoga, gardening etc. |
| Key Relationships | <ul style="list-style-type: none"> • Recovery and Assessment Team Management and Staff • OTR staff • Bristol Mental Health external partners • External partners and stakeholders • Young People |

Role description

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| Interventions | <ul style="list-style-type: none"> • To provide information, assessment and sign posting to young people and their family/carers presenting with mental health problems/needs in community and acute hospital settings. • To develop a therapeutic alliance with young people and in some cases their family. To talk to young people, listen to their needs and offer treatment and support in line with this. • To input, provide and undertake assessments, including risk assessments, of referred clients in both acute (hospitals) and community settings. • To formulate, plan and provide specific interventions of referred clients and their families, following models appropriate to the service area. • Encouraging the identification of strengths and resilience factors in young people • To engage in weekly anti-oppressive reflective practice sessions within the CIOT team. • To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation, treatment plans and needs of clients and their families. • To liaise with other health, social care and education staff, from a range of agencies, regarding the care provided to young people from each service. • To carry out work in a wide variety of settings, including clients' homes, schools and coffee shops, to best meet the client's needs and in line with service best practice. • To carry out work autonomously and to hold responsibility for a small but intensive caseload, with the support and guidance of the CIOT supervisors, partnership lead and organisational managers. • To ensure that the wider services of OTR are signposted, accessed and utilized by the clients that you support. |
| Training | <ul style="list-style-type: none"> • To carry out statutory / mandatory training whilst working with your manager/s to identify areas of training need and continue to develop skills in these and other areas through internal training, shadowing other services and attending external training courses where appropriate • To provide advice and consultation, where appropriate, to other health, social care, voluntary sector and education staff working with the target client group. |

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| Service Development | <ul style="list-style-type: none"> To contribute to the development, evaluation, implementation and monitoring of the operational policies of the CTAO Team. |
| Research and Evaluation | <ul style="list-style-type: none"> To utilise theory, literature and research to support evidence based practice in individual and family work and with other team members and inter-agency colleagues. |
| Other | <ul style="list-style-type: none"> To ensure the development and maintenance of the highest personal and professional standards of practice, through active participation in clinical supervision, reflective practice, training and development programmes. To represent OTR at all opportunities. To work flexibly and with initiative to meet the core aims of service delivery to children, young people and their families. 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. 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. To maintain up to date knowledge of legislation, national and local policies and issues of relevance to the service and client group. To undertake such other duties and responsibilities, appropriate to the grade of the post, as may be agreed with the partnership lead. To attend Off the Record, Community CAMHS, Inpatient CAMHS, and discipline specific meetings as may be agreed with CAMHS and OTR Management. |

Person Specification

| | Essential | Desirable |
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| Education & Training | <ul style="list-style-type: none"> Evidence of mental health training. | <ul style="list-style-type: none"> A relevant degree or professional qualification in psychology, social work, mental health nursing, youth work or an allied health profession. |
| Experience | <ul style="list-style-type: none"> Proven experience working with children and young people in a health or social care setting. | <ul style="list-style-type: none"> Experience working in a multi-disciplinary team. |
| Knowledge | <ul style="list-style-type: none"> Good knowledge of young people's mental health and wellbeing. Demonstrable knowledge of health and social care systems and structures. An understanding of anti- oppressive practice. | |
| Skills & Abilities | <ul style="list-style-type: none"> The ability to work independently and as part of a multi-disciplinary team. The ability to engage young people in meaningful therapeutic alliances. The ability to set clear boundaries and be consistent. The ability to assess and engage positively with risk. | <ul style="list-style-type: none"> The ability to deliver brief therapeutic interventions. |

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| Anti Oppressive Practice | <ul style="list-style-type: none"> • A commitment to being an agent of social change • To respect young people regardless of who they are and what they believe • A commitment to educating yourself about social issues and to be culturally competent. • A commitment to making mental health support accessible to all people. | |
| 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"> • Willingness and ability to travel and work flexibly across a seven day week. • Full UK driving license | <ul style="list-style-type: none"> • Access to a car |

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 |