

Job Title:	Emotional Wellbeing Practitioner
Reports to (job title):	Senior Emotional Wellbeing Practitioner/Team Leader
Line Manager to:	N/A

Job purpose

The Children and young people wellbeing service is underpinned by the Thrive Framework.

The children and young people wellbeing service will offer timely and flexible support for children, young people and their families with professionals thinking holistically about the needs of the child or young person rather than focusing on a diagnosis. Our aim is to build resilience in Children, young people, their families/carers, and professionals and to be informed about support available, the choices they have, empowering them to understand what they can do to help themselves, and how to support future mental health needs.

The post holder will have an active caseload of children and young people within the 'Getting Help' sphere of support and will use evidence-based therapeutic models. Low intensity, early interventions will be delivered in a range of settings and will include parental and family support

Key responsibilities

- Hold a caseload of clients, delivering outcome-based interventions to support their wellbeing
- Develop psychological formulations for individual patients that contribute towards the overall assessment of their care needs
- Collaboratively establish individual patient's goals towards recovery
- Plan, deliver and review individual and group therapeutic interventions for specific patients
- Determine suitability of specific interventions, including group and individual modalities, based on the patient's assessment/formulation
- To undertake initial school and community-based assessments and to deliver a range of early interventions to children and young people with a range of emotional and psychological difficulties where appropriate
- To routinely measure clinical outcomes and deliver evidence-based clinical interventions

- Promoting the mental and emotional health of children, young people and families in the community through clinical interventions in the care pathway/crisis team/SPA
- Collaboratively establish individual patient's goals towards recovery
- To prevent more serious mental health problems in children and young people by early identification of the development of mental health problems in children and young people
- Providing a direct service to children and young people and their families, in an accessible and less stigmatising environment, based on the best available research evidence, within clinical governance
- Oversee the development of Wellbeing Coaches and other practitioners within the service
- Adhere to the service referral protocols. Provide close case management and supervision, supporting with the escalation of cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery
- Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision-making
- Work in collaboration with children, young people and communities to enhance and widen access to support health promotion
- To liaise with other education, health, social care and voluntary sector staff from a range of agencies, in the care provided to clients
- To assist, in the integration and development of user participation, outcomes measures, and evidence based treatment approaches in line with the wider service strategy for service improvement
- To provide education, advice and support to staff, patients/carers families
- To participate in networking with all other relevant agencies to enable a seamless pathway of care
- Support the development of emotional wellbeing knowledge and skills in the wider public health workforce
- Working alongside the Practice Education Team ensuring clinical and non-clinical colleagues are supported in addressing the Emotional Wellbeing priorities in their communities via the application of intelligence, evidence and expert advice
- Identify gaps within and potential developments of the wellbeing programme, reporting these to management

Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

Care Think Do	
• Inspire • Challenge •	Accountability
• Understand • Improve •	Involve
• Communicate • Learn •	Resilience

Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation.

This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training

- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on DATIX or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

Nursing or registered healthcare professionals

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

Skilled non-registered staff

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

Personal Specification

Essential

- Qualified Wellbeing Practitioner; Psychological Wellbeing Practitioner (PWP), Children's wellbeing Practitioner (CWP), Educational Mental Health Practitioner (EMHP) or other CYP IAPT therapy training
- Further professional knowledge and skills gained through accredited CPD courses/workshops/study/in-house training
- Assessment, planning, formulation and evaluation of patient's psychological difficulties
- Good understanding and experience of using Routine Outcome Measures
- Application of Evidenced based psychological therapies relevant to the clinical service
- Knowledge and direct clinical experience of adapting interventions and delivering them to CYP
- Experience of delivering and managing clinical risk
- Understanding of child development and psychosocial influences
- Experience of delivering Low Intensity/Psycho-educational interventions to groups of CYP and/or parents/caregivers
- Commitment to continuous professional development
- Knowledge and skills in effective communication, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS
- Ability to work autonomously but recognising the philosophy of effective integrated working
- Ability to use Word, Power Point, Email, Excel (or similar spread sheet or database package) and SystemOne
- Motivate and enthuse others to change by developing clinical practice
Experience of developing effective relationships and networks across health, social care and the voluntary and community sector

Desirable

- Clinical Leadership Experience
- Experienced in innovative clinical practice
- Experience in applying specialist psychological therapies

Other requirements

Driving License and access to vehicle for work purposes

Employee signature

Manager signature
