

Job Title:	Children's Wellbeing Practitioner Trainee
Reports to (job title):	Getting Help Manager
Line Manager to:	n/a

Job purpose

The Children's Wellbeing Practitioner (CWP) role has been developed by NHS England as part of the Children and Young People's Psychological Trainings (formerly CYP Improving Access to Psychological Therapies – CYP IAPT) programme. It is being rolled out in children and young people's mental health services across the country.

Key responsibilities

The course focuses on working within community and primary care settings to increase access to support for children, young people and families.

You'll be trained as a CWP to offer evidence-based interventions like low intensity support and guided self-help.

This course enables you to support children and young people with mild to moderate:

- Anxiety (working with primary and secondary school pupils, parents and carers)
- Low mood (adolescents)
- Common behavioural difficulties (working with parents and carers).

Additionally, you will:

- Be trained to offer consultations and training to colleagues from partner agencies
- Be introduced to a range of outcome and feedback measures used in CYP Psychological Trainings (PT), and review and interpret them with children, young people, parents and carers
- Develop an understanding of the core principles of participation and collaboration, and learn how to integrate this into your work

CYP (formerly CYP IAPT) was developed to help meet targets set out in the NHS mental health plan, 'Implementing the Five-Year Forward View for Mental Health.' These targets include offering evidence-based interventions to 70,000 more children and young people a year and training 1,700 new staff in evidence-

based treatments. Anna Freud, University College London and Kings College London deliver the training in London and the south east.

CYP is a whole service transformation model that seeks to improve the quality of children and young people's mental health services.

The principles behind CYP underpin the development and delivery of Local Transformation Plans and run throughout Future in Mind.

CYP seeks to improve services to children, young people and their families through:

- Better evidence-based and collaborative practice
- Increased availability and awareness of evidence-based interventions
- Goal-focused, client-centred interventions using feedback tools to facilitate collaboration between professionals, young people and families, leading to more personalised care
- Improved service user participation
- Giving children, young people and families a voice and influence
- Cross-agency collaboration between health, social care, voluntary and independent sectors
- Working with partner organisations to reduce stigma of mental health and improve understanding of the importance of emotional wellbeing
- Making services accountable by monitoring and sharing outcome data with young people, families and commissioners.

Course content

Training is delivered through lectures and seminars. You'll also participate in skills sessions through role plays, group discussions, presentations and sharing videos of your clinical practice.

You'll develop an understanding of:

- CWP's role in local and national contexts, including connections with other professionals, the wider network and external or multi-agency working
- The range of children and young people's mental health therapies and their evidence base, focusing on delivering guided self-help interventions for low mood, anxiety and behavioural difficulties
- Using a range of delivery formats including one to one, group sessions and webinars • diversity, culture and social inclusion
- Caseload management and clinical decision-making • service-user engagement, participation and collaborative practice
- Children and young people's mental health policy
- Confidentiality, ethics, capacity, consent and safeguarding procedures
- Outcomes informed practice.

Compulsory modules

- Fundamental skills: children and young people's mental health settings: context and values
- Fundamental skills: assessment and engagement
- Evidence based interventions: theory and skills
- Working, assessing and engaging in community based and primary care settings
- Mental health prevention in community based and primary care settings
- Interventions for emerging mental health difficulties in community and primary care settings

Course details

- **Qualification:** Children's Wellbeing Practitioner Postgraduate Diploma
- **Duration:** one year, full time

Learning methods

- The programme takes a blended learning approach, combining online and face-to-face teaching, in-service work, self-directed study time, small group discussions and reflection.
- You'll work under supervision to gain experience to meet the competence required to deliver high-quality, evidence-based early interventions within community settings.

Teaching hours

- There are approximately **64 teaching days in the year**, split between three terms:
 - Term one: three days per week
 - Term two: two days per week
 - Term three: one day per week
- During university holidays, you're expected to work full time in your service.
- Trainees will have the usual annual leave allocation in line with their site policy.

Assessment

- You'll be assessed through presentations, reflective analysis, a poster, a case report and video clips of your clinical practice. This programme emphasises putting skills into practice and consolidating learning. You'll develop a portfolio of a range of case work over the year, aiming for a minimum of 30 pieces of case work.

Accreditation

The course is accredited with the British Psychological Society (BPS). Upon successful completion of the course qualified practitioners can apply for registration as a CWP via the BPS or the British Association for Behavioural and Cognitive Psychotherapies (BABCP).

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
<ul style="list-style-type: none">• Inspire• Understand• Communicate	<ul style="list-style-type: none">• Challenge• Improve• Learn	<ul style="list-style-type: none">• Accountability• Involve• 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 CIRIS 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

- Second-class or higher bachelor's degree from a UK university in a relevant subject (e.g. psychology, education, childhood development, social work)
- An overseas qualification of an equivalent standard in a relevant subject
- A degree in any subject with further training or experience in a relevant field (e.g. teaching, TA, learning support, HCA, youth work, counselling).
- OR relevant professional experience in CYP Mental Health/Education/Mentorship (to be considered on a case-by-case basis)
- Previous experience of working with children and young people Ability to study as a self-motivated learner and implement training with appropriate support
- Demonstrates high standards in written and verbal communication
- Demonstrates ability to work well with other professionals/ colleagues
- Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload. Full, enhanced and current satisfactory DBS disclosure for the role.
- Able to travel to meet post requirements – will require business insurance to use own car for work purposes

Desirable

- Training in nursing, social work, occupational therapy, counselling or within a specific psychological therapy Psychology or other health /social care/youth related undergraduate degree
- Other relevant postgraduate degree
- Experience of working in mental health or related services
- Worked in a service where agreed targets in place to demonstrating outcomes
- Ability to manage own caseload and time

Other requirements:

Job Description

The post holder must be a car driver with a valid driving licence.

The post holder must be able to work flexibly to cover a 7 day rota that operates 8am-8pm

Employee signature

Manager signature
