

<b>Job Title:</b>	SET CAMHS Emotional Wellbeing Senior Practitioner
<b>Reports to (job title):</b>	Deputy Head of Service – Getting Help Clinical Lead
<b>Line Manager to:</b>	Early Intervention Senior Practitioner / Emotional Wellbeing Senior Practitioner

## Job purpose

The new SET CAMHS service is underpinned by the Thrive Framework.

SET CAMHS 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.

You will be working in a multi-disciplinary team and will be responsible for managing and providing clinical supervision to other team members.

## Base

Essex

## Key responsibilities

The post holder will support the delivery of an effective service through the provision of support in the areas described; -

- Make decisions on suitability of new referrals, adhering to the services' referral protocols, refer unsuitable clients on to the relevant service or back to the referral agent as necessary
- Oversee the development of Practitioners and coaches across the service
- Provide clinical supervision and caseload management for both practitioners and coaches
- Undertake accurate assessments of risk to self and others and support supervisees to do the same

- Hold a caseload of clients, delivering goal-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
- Determine suitability of specific interventions, including group and individual modalities, based on the patient's assessment/formulation
- Plan, deliver and review individual and group therapeutic interventions for specific patients
- Contribute to the planning/review cycle of the therapy programme
- Identify gaps within and potential developments of the wellbeing programme, reporting these to the Head of Service
- 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
- Support the development of emotional wellbeing knowledge and skills in the wider public health workforce
- 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 CAMHS 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

## 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
A. Inspire	D. Challenge	G. Accountability
B. Understand	E. Improve	H. Involve
C. Communicate	F. Learn	I. 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 1998 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

- Minimum of a second-class Bachelor's degree from a UK university or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology) AND/OR a registerable professional qualification in a relevant subject (e.g. medicine, psychology, social work) from a UK university of overseas professional qualification of an equivalent standards OR Qualified Wellbeing Practitioner; Psychological Wellbeing Practitioner (PWP), Children's wellbeing Practitioner (CWP), Educational Mental Health Practitioner (EMHP) or other CYP IAPT therapy training with 2 years experience
- Good understanding and experience of using Routine Outcome Measures
- Assessment, planning, formulation and evaluation of patient's psychological difficulties
- Evidenced based psychological therapies relevant to the clinical service
- Familiarity with CBT evidence-base, both within clinical training and delivering interventions
- Direct clinical experience (autonomously providing assessment, developing treatment plans and delivering evidence-based therapeutic interventions) with CYP aged 5-18 with mental health difficulties
- 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 providing clinical supervision and case management  
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

### Other requirements

- Driving License and access to vehicle for work purposes

## Desirable

- Higher clinical or academic qualification (or working towards) in Transformation of services, leadership or change management
- PG Cert CYP IAPT Clinical Supervision
- Minimum of 2 years-experience of working with children and young people with mental health difficulties. Experience of working with children, young people and parents presenting with a range of mental health difficulties and challenging behaviour
- Experience of delivering evidence based approaches to low mood, anxiety and behaviour problems

Employee signature

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Manager signature

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