

JOB PROFILE

Job title:	Child and Adolescent Mental Health Practitioner
Pay Band:	AFC spine points 30-33
Directorate:	Education Services
Operational area:	Kingston and Richmond
Reports to:	Clinical Specialist or Mental Health Clinician for Schools

VISION FOR ACHIEVING FOR CHILDREN

Achieving for Children is passionate about ensuring the best possible outcomes for children and young people and will deliver the services they need to live safe, happy, healthy and successful lives.

WHO WE ARE

Achieving for Children is a community interest company created by the London Borough of Richmond upon Thames and the Royal Borough of Kingston upon Thames to deliver their children's services. The company has delivered services since 2014. The Royal Borough of Windsor and Maidenhead joined the company in 2017. The Director of Children's Services is responsible for the delivery of early help, health, social care and education services in their local area, either Kingston and Richmond or Windsor and Maidenhead. Corporate support services, such as ICT, HR and finance, are delivered company-wide. These services are led by the Chief Operating Officer, who is also responsible for company governance and for ensuring it delivers its contractual obligations to its commissioning Councils.

Achieving for Children continually reviews its structure and business practices in order to provide the best possible services for children, young people and their families in the most effective and efficient way. As a result, the key tasks in any job profile may be varied and the post-holder will be expected to take on such variations and duties consistent with the level of responsibility of the post.

CONTEXT

This new post will sit within CAMHS Trailblazer Mental Health Support Teams (MHST) one for each team in Kingston and Richmond. Trailblazer teams have been in place since September 2019 and currently consists of four Education Wellbeing Practitioners (EWPs) and 1 Band 7 Mental Health Clinicians for each

borough and a full time Clinical Lead and Supervisor working across both Kingston and Richmond. This post is one of four (two per borough) at band 6 equivalent. The MHST work within a cluster of primary and secondary schools with a combined total population of 8,000 pupils in each borough. MHSTs work jointly with schools and cluster leads to implement a Whole School Approach to mental health across the cluster, informed by the needs outlined on the Cluster Action Plan.

PURPOSE AND RESPONSIBILITIES

The post is responsible for

- Assessment of young people in schools who present with mental health problems, risk of harm to themselves and to others
- Offering individual, group, parent and family interventions as appropriate within the school setting
- Support the delivery of the Whole School Approach across the school cluster; and the development and delivery of the Cluster Action Plan.
- Working with colleagues within the MHST to provide training, education and support for school staff, parents and other relevant agencies within the borough, through formal teaching, consultation and provision of active clinical skills.
- Provide consultation and advice to school staff with respect to appropriate signposting of more complex cases
- Work preventatively to build resilience and coping skills in children and young people
- Report to and work closely with the MHST Clinical Specialist or Mental Health Clinician for Schools Programme in order to further develop the service.

Key Result Areas

Clinical

- To undertake psychosocial assessments of children and young people presenting with mental health and / or self-harming behaviour.
- To complete risk assessments and risk management planning for young people in mental health crisis.
- To liaise and consult with CAMHS colleagues in the Emotional Health Service and Tier 3 CAMHS to ensure further specialist assessment where necessary.
- To deliver empirically supported treatments for anxiety, low mood and depression.
- To offer follow up appointments following initial assessment; to review risk management, safety plans and treatment progress.
- To provide links and safe transition support to other services as indicated.
- To evaluate and make decisions about treatment options in consultation with The Clinical Specialist for Schools Programme and wider agencies including social services, voluntary services, and CAMHS teams.

- To provide advice, guidance and consultation to other professionals working in other agencies and contribute to multi-agency risk management and treatment planning.
- To follow an assessment protocol and to complete the clinical record on the CAMHS Clinical Information System (IAPTUS) maintaining clinical records appropriately and in line with the AFC policy
- To participate in regular clinical supervision and team supervision
- To ensure high standards of verbal and written communication with all staff, young people and their parents/carers that maximise young people's involvement in the delivery of meaningful care and treatment
- To comply with London Child Protection Procedures on the management of safeguarding concerns and those of the schools and Achieving for Children.

Educational

- To use an evidence-based approach to develop, inform and maintain a high standard of practice.
- To be reflective, self-questioning and continuously appraise own and team's performance.
- To evaluate clinical input and to review outcomes with the team.
- To contribute to the training of and continuing development of Education staff about children and young people's mental health and wellbeing, behaviour and mood difficulties.

Clinical Governance

- To maintain professional registration as appropriate.
- To develop and maintain good relationships and clear lines of communication with other professionals, agencies and departments.
- To participate in staff development programmes.
- To participate in the development and auditing of service standards.
- To keep up to date with current developments, national guidelines and research based practices in CAMHS.
- To actively contribute to complex case reviews and multi-agency meetings in the planning of care for young people.
- To be proactive in seeking the views of service users and stakeholders in helping to evaluate and review the work of the service.

Administration

- To keep up to date comprehensive clinical notes and prepare formal documents such as letters, referral and discharge summaries and reports.
- To maintain and record client contact statistics using CAMHS clinical systems.
- To ensure administrative tasks are completed within the time scales set down in the service standards.
- To attend team meetings, supervision support sessions and reviews as agreed.

- To contribute to the formulation and evaluation of policies and the development of ideas for changing policies as appropriate.

Training and Development

- To attend all mandatory and statutory training sessions as required by AfC including Signs of Safety.
- To participate in continuing professional development, monitoring requirements and make recommendations for the most appropriate model of service delivery.
- To receive professional and clinical supervision from an appropriately experienced clinician within the field of child mental health.
- To receive management supervision with a nominated manager at agreed frequency.
- To participate in annual Performance Appraisal and Development Review (PDR)
- To undertake personal development as identified in the Personal Development Plan (PDP).

GENERAL

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- The post holder is expected to comply with all relevant policies, procedures and guidelines, including those relating to Equal Opportunities and GDPR (General Data Protection Regulation).
- The post holder is responsible for ensuring that the work that they undertake is conducted in a manner which is safe to themselves and others, and for adhering to the advice and instructions on Health and Safety matters given by Manager(s). If post holder considers that a “risk” to Health and Safety exists, it is their responsibility to report this to their manager.
- The post holder is expected to comply with the appropriate Code(s) of Conduct associated with this post.
- It is the responsibility of all staff to minimise AfC’s environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water wastage and reporting faults promptly.
- AfC operates a no smoking policy on its sites and the schools the post holder will be based in.
- Champion diversity and equality in the development and delivery of services and in all aspects of people management.
- Ensure the wellbeing of employees and service-users by actively promoting and complying with health and safety regulations, policies and procedures.

ORGANISATIONAL VALUES

Trust - I am reliable, others can count on me to undertake tasks and deliver on what was agreed. I will do what I said I would do. I will encourage open and honest communication, and model clear and fair professional boundaries.	Essential	Interview
Respect - I will listen to and value other people's perspectives and differences. I will show empathy and humility in the way I communicate.	Essential	Interview
Empower - I help others to realise their ability and potential, and show emotional intelligence in my approach. I show appropriate and respectful use of the power given to me in my job or position and I use this to encourage and enable others.	Essential	Interview

QUALIFICATIONS AND EXPERIENCE

Qualifications

<p>Qualified Nurse, Occupational Therapist, Social Worker, Art/Drama/Music or Family Therapist</p> <p>All applicants will require a professional training and relevant CAMHS experience in combination with professional registration with one of the following statutory bodies:</p> <p>The Nursing Midwifery Council (NMC) , General Social care council (GSCC), Health Care Professional's Council (HCPC), Association of Child Psychotherapists (ACP) or The UK Council for Psychotherapy (UKCP)</p> <p><input type="checkbox"/> Relevant professional training will include: First level nursing qualification/registration RMN or RSCN or HV with related CAMHS experience or</p>	Essential	Application
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<ul style="list-style-type: none"> <input type="checkbox"/> First level qualification in Occupational therapy, Social Work, or equivalent with related CAMHS experience or <input type="checkbox"/> Qualification as a Systemic Psychotherapist (Family Therapist) with relevant CAMHS experience or <p>First level qualification in art, play, drama or music therapy (leading to a registered qualification with one of the above statutory bodies) with related experience in the psychological aspects of caring for children and adolescent with mental health problems/needs.</p>		

Experience

<p>Experience of working with a range of mental health issues in children and young people.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Experience of working with, and addressing issues of diversity. <p>Experience of receiving clinical supervision across a range of client needs.</p>	Essential	Application form and interview
<p>Experience of assessing and treating children and young people with a range of mild to moderate mental health needs including neurodiversity.</p>	Essential	Application form and interview
<p>Experience in providing consultation, support and training to a range of professionals.</p>	Essential	Application form and interview
<p>Experience of working with complex and vulnerable families, in the community, working therapeutically with individuals and groups presenting with a range of needs.</p>	Essential	Application form and interview
<p>A broad range of assessment tools and frameworks to evaluate outcomes and progress for children and families.</p>	Essential	Application form and interview
<p>A range of therapeutic skills and experience which ideally includes Cognitive Behavioural Therapy.</p>	Essential	Application form and interview
<p>Experience of working in a multi-disciplinary team</p>	Essential	Application form and interview

Experience of assessing and managing crisis with mental health difficulties, including risk assessment and management	Essential	Application form and interview
Previous work within schools or educational environment.	Desirable	Application form and interview
Experience of developing and delivering mental health training.	Desirable	Application form and interview

Knowledge, skills and abilities

Ability to assess, plan and deliver treatment and evaluate care packages	Essential	Application form and interview
Sound knowledge of clinical issues relating to the Mental Health Act, Safeguarding Children, the Children's Act and the Mental Health Capacity Act	Essential	Application form and interview
Ability to assess clinical situations quickly and use initiative	Essential	Application form and interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application form and interview
High-level verbal and written communication skills, including the ability to use different communication styles and techniques to present ideas and influence others.	Essential	Application form and interview
Understanding of and commitment to evidence based practice	Essential	Application form and interview
Proven ability to engage children, young people and their families in therapeutic work	Essential	Application form and interview
Ability to work one-to-one and in groups with young people and their parents/ carers	Essential	Application form and interview

Ability to maintain confidentiality and understand appropriate information sharing	Essential	Application form and interview
Sound understanding of child, adolescent and family dynamics and development	Essential	Application form and interview
Ability to maintain clinical records to the required standard	Essential	Application form and interview
Understanding of Health Promotion and a Whole-school approach to student wellbeing	Desirable	Application form and interview
Able to demonstrate experience of clinical audit, research, critical appraisal and evaluation	Desirable	Application form and interview
Ability to demonstrate a high level of determination, personal drive, energy and ambition to achieve challenging targets and improve outcomes.	Essential	Application form and interview
Commitment to an organisational culture and the development of services that value equality and diversity.	Essential	Application form and interview

This job profile is provided for guidance only. It will be reviewed, updated and amended in accordance with the changing needs of Achieving for Children and the specific requirements of the role.

Updated: September 2019