**Job Description**

**Children and Young People’s Mental Health Practitioner**

**Grade PO2**

|  |
| --- |
| **Job Purpose** |
| Many care experienced children will have experienced trauma which can impact on their ability to form secure relationships as well their emotional and mental health. Many need support from those around them to develop self-regulation skills including physical responses, to manage emotions, and support their mental health needs.  The aim of the Children and Young People’s Mental Health Practitioner is to improve the mental health of care experienced children and reduce the number of placement breakdown and disruptions by working together better across health and care. Placement breakdowns can be damaging to the child as they can add to their experience of trauma and further impact their ability to form positive attachments. It is also disruptive in terms of their impact on existing programmes of work and can lead to an increased likelihood of subsequent placements being out of area as local options are exhausted.  The Mental Health Practitoner will provide professionalmental health advice and consultation to social workers and care providers to support practice and management of care experienced young people presenting with a range of complex needs. The post holder will be responsible for undertaking a range of assessments and provide therapeutic interventions for care experienced children and young people who are under the care of the Local Authority. |
| **Major Tasks** |
| The Children and Young People’s Mental Health Practitioner, specialising with working to support care experienced children, will have an active role in providing Mental Health Consultation and professionaladvice to Social Workers and other care providers. The post holder will be involved in carrying out assessments (including risk management) and actively be involved in holding a caseload and deliver person centred effective treatment and interventions, with the aim of helping care experienced children and young people to develop skills and strategies to enable them to thrive.  The post holder will manage a complex caseload, which includes assessment, care planning in conjunction with service users and carer/multi-agencies. The post holder will contribute towards supporting the mental health and emotional wellbeing needs of our most vulnerable children and young people utilising specific outcome measures to guide and evaluate the effectiveness of individual health and social care support plans.  Main duties and responsibilities of the role include:   * Provide consultation and professional mental health advice to social workers and other care providers – considering the needs of the young person as per the iThrive model of care. * Provide specialist assessment and care planning in conjunction with children/young people, social workers and carers/families, evaluation of individual treatment plans and discharge planning. * Take responsibility for the management of a complex caseload, which includes, specialist assessment (within service specification), care-planning in conjunction with children and young people and carer, evaluation of individual treatment plans. * Deliver a range of interventions in accordance with the agreed plan of care and Pathway guidance including; pharmacological and psychologically informed interventions. * To develop a knowledge and understanding of local services and agencies to enable appropriate services are accessible to referrers/young people and parents/Social Workers/Carers. (including internally and externally) * Maintain an effective reporting system by observing and reporting verbally, electronically and in writing on children and young people conditions. * Maintain an up-to-date level of professional competence within the specific environment. * Identify and highlight relevant issues in relation to the needs of children and young people and their carers; assessed using best practice evidence, in order that these are reflected in service planning, development and future provision. * Develop efficient and relevant health promotion activities to promote health education and ensure that preventative approaches and interventions are used to develop independence. * Actively engage in BeeU and the local authority clinical governance initiatives, for example to participate and lead in audit, group supervision and bringing critically evaluated evidence and research into practice. * Maintain timely data collection and regular inputting of information through the use of data collection systems e.g. daily diaries/RIO, Protocol, ensuring that confidentiality is maintained at all times in accordance with legislation Local Authority and Health and Trust policy. * Return accurate Mental Health Minimum Data Set (MHMDS) data to Planning and Information Department as required. Ensure all key targets are met and entered on the computer system as per Local Authority andTrust policy. * To work in partnership with other service providers to access and provide equipment and opportunities for service users to maximise functioning where possible. * Communicate sensitive diagnosis and treatment related information with young parents/families/carers, utilising highly developed communication skills to overcome barriers to understanding. * Establish therapeutic relationships with children, young people and families, and implement evidence based therapeutic interventions with appropriate boundaries in accordance with professional code of conduct. * Ensure that all members of the multi-disciplinary team, their colleagues, service users and appropriate others are informed/updated of changes involving current care plans, progress, mental state and psychosocial factors in line with best practice. * Liaise with and advise service users and carers, local authority and other statutory bodies and third sector agencies. * Communicate sensitive information to children, young people, carers and families/ relatives. * Use a range of communication styles and channels as appropriate to the task. * Responsible for the promotion of carer and service user involvement within the service and for its provision. * Responsible for participation in the Trust/Local Authority appraisal process, identifying own/others mandatory professional, supervisory, personal development and training needs and in supporting the provision of induction, mentorship, appraisal and clinical supervision to colleagues as appropriate. * Responsible for the effective utilisation of clinical/financial resources to ensure adequate clinical care is provided with a requirement that all incidents, which may compromise care, are reported immediately to a senior manager, and clinicians involved in their care as appropriate. * Responsible for accessing and participating in clinical, managerial and caseload supervision. * Responsible for understanding and meeting own professional responsibilities under Child Protection legislation and Adult Safeguarding policies.   The Children Young People’s Mental Health Practitioner will actively engage with children, young people, carers, families and key stakeholders to influence, enhance and improve the young persons experience. This includes the Local authority, schools, colleges, other healthcare providers, statutory bodies, voluntary sector, non-healthcare workers building relationships across professional and organisational boundaries to ensure a holistic approach to facilitate positive outcomes of care in relation to young people’s mental health needs.  The successful post holder will communicate confidently and efficiently and to work collaboratively with clinicians and others to deliver high quality needs-led service based on local and national guidance. The post holder will actively engage with, listens to and seeks views of the multidisciplinary team. To work collaboratively with other professionals within the multidisciplinary team and pathways within specialist children and mental health service, Administrators , and maintains support services i.e. facilities and estates and HR, other teams and individuals across the Organisation. |
| **Contacts & Relationships** |
| The post holder will work directly with children and young people with mental health needs but also their carers/families and additional support networks including, social care, education, voluntary and partnership agencies to ensure a holistic approach to facilitate positive outcomes of care in relation to young people’s mental health needs.  The post holder will provide professional advice to, receive advice from and in partnership proactively and closely with colleagues within the Local Authority Childrens Safeguarding and Family Support Service, Therapeutic Hub, Public Health, NHS and partner organisations. |
| **Creativity** |
| The post holder will apply a range of evidence based, person centred, effective treatment and interventions.  The post will analyse and interpret complex information and put forward recommendations for action.  The post holder will prepare a broad range of complex documents including performance reports for a wide range of audiences.  The post holder will apply national policies and best practice to daily practices. |
| **Decisions** |
| The post holder will contribute towards mental health and emotional wellbeing decisions of children and young people and their families, and make informed recommendations to the care planning group, to proposed treatment and interventions in line with specialist knowledge.  The post holder will use own initiative to proactively meet the requirements of the role and work towards agreed timescales. |
| **Management & Supervision** |
| The post will be located within the Children in Care team and part of the broader therapeutic continuum of support within the Therapeutic Hub.  Clinical supervision and support will be provided by the MPFT Bee U Service Management Team. |
| **Supervision Received** |
| Monthly supervisions with Line Manager.  Lead on Mental Health advice and assessments to support the practice overall Children’s Social Care.  Manage workload independently, seeking support and suggesting solutions for workload and demand management difficulties. for example setting up a methodology for working with private providers.  Opportunities to develop supervision skills through the supervision of junior members of staff and students will be provided. The post holder will receive regular managerial and clinical supervision and yearly appraisals. |
| **Complexity** |
| The post holder will hold specific expertise including:   * Analyses of complex intelligence from a wide range of sources * Provide children, young people, carers and families with advice and experience to influence, negotiate and support the mental health and wellbeing of care experienced children and young people. * Develop creative and innovative actions and plans * Being perceptive to organisational agendas and challenges and being accountable to two organisations.   The role will support both professionals and young people in accessing relevant internal and external services to promote self help where this is deemed to be appropriate |
| **Resources** |
| You will be fully supported by a multidisciplinary team including psychiatry, psychology, family therapy, occupational therapy and social work to help with clinical decision making and establishing further needs which may be best met within a different discipline.  Responsibility for processing 'Personal Sensitive Information' as described in the Data Protection Act principle 1 schedule 2 & 3, or 'Commercially Sensitive Information' |
| **Impact** |
| The role promotes the Health and Local Authorities joint responsibility towards promoting the health and wellbeing of children who are looked after.  The role supports the safeguarding of children and young people. The role will support other officers within the Local Authority to deliver their services and fuilfil their statutory duties as per the Children’s Act 1989. |
| **Physical Demands** |
| The post holder will be expected on a daily basis to implement highly developed physical skills pertinent to the area of specialism, for example, manual handling, de-escalation skills and driving.  Standard keyboard skills required for inputting data onto RiO and Local Authority Data Systems. |
| **Working Environment** |
| Location the post holder will be based in the Children in Care Team at Darby House. The role is expected to be office and community based. |
| **Emotional Context** |
| The nature of the client group is such that the post holder will be required to concentrate when assessing / implementing plans of care and will need to be able to address interruptions from other patients / staff as necessary.  The post holder will be frequently exposed to emotional or distressing circumstances.  The post holder will frequently be exposed to potential incidents of physical and non-physical assault. |
| **Other** |
| The postholder will be expected carry out any other duties as are within the scope, spirit and purpose of the job, commensurate with the grade.  The postholder will be expected to actively follow Telford & Wrekin Council policies, including those such as Equal Opportunities, Human Resources, Information Security and Code of Conduct etc.  The postholder will be expected to maintain an awareness and observation of Fire and Health & Safety Regulations. |

**Person Specification**

|  |  |
| --- | --- |
| **Criteria** | **Standard** |
| **Qualifications** | * Registered Mental Health Professional with appropriate professional body or Social Worker, experienced with children and young people’s mental health * Post-qualification experience (essential) * Additional therapeutic training (e.g. CBT, EDMR, Dyadic Developmental Psychotherapy, Systemic Family Therapy) – desirable * Training or relevant experience in managing suicide risk and risk management – desirable. |
| **Experience** | * Experience of working with children & young people experiencing mental health related difficulties * Experience of working with care experienced children and young people * Experience of working alongside other agencies and working collaboratively * Experience of assessing, planning, co-ordinating and managing people with mental health needs, in a community setting. * Experience of integrating care delivery across multi-disciplinary /multi agency teams |
| **Knowledge** | * Knowledge of the Mental Health/NICE Guidelines * Knowledge and experience of holistic assessment of someone’s mental health, strengths and needs and appropriate interventions. * Knowledge of Children’s Act, Mental Health Act, the Mental Capacity Act and DOLS * Knowledge of Systemic Family Therapy |
| **Skills** | * A range of skills and knowledge to deliver evidence based interventions * Skilled in utilising specific assessments and outcome measures including the CORC/CYPIAPT measures for children and young people * Skilled in communicating sensitive information to a wide range of audiences * Ability to build effective working relationships with partner agencies and colleagues within the organisation and beyond * Strong planning, organisational and problem solving skills * Ability to work in a fast paced, outcomes focused changing environment * Proficient in the use of IT programme and working knowledge of Microsoft Office and social media platforms * Able to prioritise and re-prioritise workload to meet changing work demands * Positive Interpersonal skills |
| **Personal style & behaviours** | * The postholder will demonstrate an understanding of, and commitment to equality, diversity and inclusion * Develop good relationships with others by behaving with integrity and treat people with respect * To have enthusiasm and passion regarding work with children and young people * Able to work as part of a team and use own initiative to drive forward projects despite obstacles * A commitment to a public service ethos, co-operative council values, local democracy and partnership working * Promote diversity and equality of opportunity * Adaptable, flexible to changing landscape/environment * As a council employee you will be supported and expected to demonstrate the Council’s values and behaviours. Please note that these may be updated from time to time and are available on the Council’s intranet pages |
| **Fluency Duty\*** | * This post has been identified as a customer facing role and therefore the Council is required to fulfil their statutory duty under Part 7 of the Immigration Act 2016. As a public body the Council is obliged to ensure member of staff in such roles are able to have a command of spoken English which is sufficient to enable the effective performance of their role. * The post holder is required to converse regularly with customers and must be able to express themselves very fluently in complex situation to support negotiations, relay legal information, policy and practise * More information is available at: <http://ecouncil/Fluency/Pages/default.aspx> |
| **Political Restrictions\*\*** | * This post is not subject to political restrictions. |

We will ensure, so far as is reasonably practicable, that no disabled applicant is placed at a substantial disadvantage. This Person Specification includes what we believe are fully justifiable essential selection criteria. Provided that the selection criteria unconnected with the disability are met, we will make ALL reasonable adjustments in order that someone with a disability can undertake the duties involved.

……………………………………………………………………………………………………………

|  |  |
| --- | --- |
| **Type of criminal records checks required for this post** | **Ticked as required** |
| None |  |
| Basic Disclosure |  |
| Standard Disclosure |  |
| Enhanced Disclosure | **X** |
| Working with Adults - Regulated Activity |  |
| Working with Children - Regulated Activity |  |

Information on types of criminal records checks is available at:<https://www.gov.uk/disclosure-barring-service-check>

This post has been identified as a customer facing role and therefore the Council is required to fulfil their statutory duty under Part 7 of the Immigration Act 2016. As a public body the Council is obliged to ensure member of staff in such roles are able to have a command of spoken English which is sufficient to enable the effective performance of their role.

*……………………………………………………………………………………………………………*

This post is not subject to political restrictions.

**Job Summary \*\*\***

|  |  |
| --- | --- |
| **Job Title** | Children and Young People’s Mental Health Practitioner |
| **What type of job is this?** | Joint post across NHS and the Local Authority providing specialist mental health support to care experienced children and young people |
| **What is the pay for the job?** | Evaluated as a band 6 NHS Mental Health Practitioner |
| **How many hours is the job for? Is it permanent / fixed term?** | Full time or 0.85, fixed term for one year – to be confirmed |
| **Where is the job located?** | Darby House |
| **What does the job involve?** | Many children in care will have experienced trauma which can impact on their ability to form secure relationships as well their emotional and mental health. Many need support from those around them to develop self-regulation skills including physical responses, to manage emotions, and support their mental health needs.  The aim of the Children and Young People’s Mental Health Practitioner is to improve the mental health of children in care and reduce the number of placement breakdown and disruptions by working together better across health and care. Placement breakdowns can be damaging to the child as they can add to their experience of trauma and further impact their ability to form positive attachments. It is also disruptive in terms of their impact on existing programmes of work and can lead to an increased likelihood of subsequent placements being out of area as local options are exhausted. |
| **Are there any qualifications I need to do this job?** | Must be a registered Mental Health Professional with appropriate professional body with post-qualification experience |
| **Do I need any experience to do this job?** | Yes |
| **Is there anything else I need to know?** | No |
| **What’s it like to work for the Council?** | The Council’s website has lots of information what it’s like to work for us.  You can follow this link to our ['Why work for us' page](https://www.telford.gov.uk/info/20446/why_work_for_us) or log on to the Council website ([www.telford.gov.uk](http://www.telford.gov.uk)) and search for Jobs in the ‘Our Services’ section.  All of our jobs are advertised on the [WM Jobs](https://www.wmjobs.co.uk/employer/1955/telford-and-wrekin-council-/) website. |