

JOB DESCRIPTION

JOB TITLE:	CAMHS Practitioner – CAMHS School Liaison Team (CSLT), as part of the CAMH Schools Community Access Service (SCAS) (Nurse, Family Therapist, Psychologist, Social Worker, Child Psychotherapist, CBT Therapist, Experienced EMHP/CWP)
BAND:	6
HOURS:	37.5 hours (1.0 WTE)
LOCATION:	Luton
DEPARTMENT:	Child and Adolescent Mental Health Service
DIRECTORATE:	Specialist Services
REPORTING TO:	Operational Lead – CAMHS School Liaison Team
ACCOUNTABLE TO:	Clinical Team Lead, CAMH Access Services and General Manager – Luton and South Beds CAMHS

JOB SUMMARY

CAMHS School Liaison Team (CSLT) is a relatively small team that sits within a larger team, The CAMHS Schools Community Access Service (SCAS). CAMHS School Liaison Team (CSLT) works closely with partner teams within CAMHS who support the local community through GP surgeries, Schools and Family partnership. We have a strong ethos of improving the mental health and wellbeing of children and young people in the community. The CAMHS School Liaison Team (CSLT) also works alongside three MHST (Mental Health Schools Team) across Luton, Bedfordshire. There is a specific and comprehensive focus on developing more access to early help and improving the general culture of emotional support within schools across Luton.

The post holder will be joining the CAMHS School Liaison Team (CSLT) as a CAMHS practitioner. The team will be focusing on promoting well-being within Luton schools, by improving their resilience, using a co-productive and relational approach to mental health. Working alongside community partners and other stakeholders, including citizen stakeholders, the SCAS will be fully integrated with their locality specialist community CAMHS in a stepped model of care, and the educational settings they work with.

There is a specific focus in Luton on developing more access to appropriate help and improving the general culture of emotional support with all primary and secondary schools, colleges, and special educational provisions, for children and young people who are vulnerable to developing significant mental health problems.

Key Relationships:

- Schools
- SCAS Operational Clinical Lead
- CAMH CAS Clinical Team Lead
- SCAS and MHST colleagues
- CHUMS and other third sector EWB providers



- Bedfordshire and Luton CAMHS MDTs.
- Children’s Social Care / Early Help
- Cambridgeshire Community Services (CCS)
- Associate Clinical director, Psychological Therapies Lead and General Manager

MAIN DUTIES AND RESPONSIBILITIES

Clinical	<p>Provide mental health assessment, brief treatment and evidence based intervention to children / adolescents, families, groups and/or their parents or carers.</p> <p>Be competent in assessing and managing risk, including clinical as well as generic risk assessment and management with appropriate support from senior staff.</p> <p>Provide treatment in a range of education based settings as determined by need, this may include group work, working collaboratively across the CAMHS directorate and partnership agencies.</p> <p>To be a resource of specialist advice, specifically relating to the common emotional and behavioural problems and disorders of children and young people, to colleagues within the Schools pathway, school staff and other professionals and agencies/organisations working in the field of adolescent mental health.</p> <p>To manage a defined caseload of children and young people requiring intervention and undertake psychological interventions with individual cases as required</p> <p>Attend case planning meetings, case conferences and school based meetings as required.</p> <p>To provide consultation to professionals in creating management plans for children and young people referred to the Schools Offer.</p> <p>Liaise with referrers, other professionals, community agencies, families and carers to achieve effective communication and coordinated therapeutic approaches.</p> <p>To fully integrate the use of routine outcome measures to support a child, young person’s and family’s treatment and inform and evaluate the therapeutic process.</p> <p>To provide packages of care and psycho-education for the young people and their families/ carers that takes account of the complexities of family systems and their significant social networks.</p> <p>To ensure that the needs of the client group is paramount, and be aware of and adhere to local safe guarding procedures.</p> <p>To ensure acceptable levels of safety (regarding potential verbal and physical aggression from disturbed clients) for self and to advise other colleagues</p>
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	<p>when necessary. To adhere to the “lone worker policy “and update training in breakaway techniques when necessary.</p> <p>To maintain accurate clinical records in accordance with service standards and to record and maintain patient data in local database systems (RiO).</p>
Policy and Service Development	<p>To support the development and implementation of project work with the provisions commensurate with the School Offer forward plan</p> <p>To advise staff in the field of children with emotional and behavioural problems.</p>
Training and Development	<p>To keep up to date with appropriate legislation in line with CAMHS.</p> <p>To attend regular clinical supervision.</p> <p>To be responsible for personal development and education in line with statutory, mandatory and professional requirements.</p>
Human Resources	<p>To establish effective interpersonal channels of communication.</p>
Clinical Governance	<p>To be aware of the up-to-date research and evidence relating to the care and treatment of children and young people with emotional and behavioural problems.</p> <p>To be involved in audit and research projects undertaken by the service.</p> <p>To work within professional and ethical frameworks established by national bodies such as the BACP, UKCP, NMC, HCPC, SWE and RCP</p> <p>To attend to clinical and line management supervision as required by the Trust.</p>
Performance Management	<p>To ensure documentation and care plans are comprehensive and of the highest standard in line with Trust policy.</p> <p>To record relevant information as consistent with Trust record keeping policy.</p> <p>Collate and report on clinical information across a specific area(s).</p> <p>To provide clinical information as required for input into local and Trust electronic information systems.</p> <p>Be responsible for monitoring and recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. service users, families and carers, other professionals orally and in writing</p> <p>To provide service related information to senior managers and staff to aid day-to-day service management and future planning.</p>

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..





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Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs. For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.
Dealing With Harassment/ Bullying In The Workplace	The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying. The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences. Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection

	<p>Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
General Data Protection Regulation (GDPR)	<p>To maintain the confidentiality of all personal data processed by the organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain</p>

	<p>high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>
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PERSON SPECIFICATION

JOB TITLE:	CAMHS Practitioner – Whole Schools Offer (Nurse, Family Therapist, Psychologist, Social Worker, Child Psychotherapist, CBT Therapist, Experienced EMHP/CWP)
BAND:	6
DEPARTMENT:	Child and Adolescent Mental Health Service
DIRECTORATE:	Specialist Services
REPORTING TO:	Operational Lead – Schools Pathway (including MHST)
ACCOUNTABLE TO:	Clinical Team Lead, CAMH Access Services and General Manager – Bedfordshire & Luton CAMHS

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE	SELECTION METHOD (S/I/T)
Education/ Qualification/ Training	<ul style="list-style-type: none"> Qualification in appropriate mental health profession such as Nursing, Child Psychotherapies Counselling, Art Psychotherapy, Social Work, Family Therapy (two years with diploma), Occupational Therapy, or Experienced EMHP/CWPs Registration with relevant UK governing body. 	<ul style="list-style-type: none"> Parenting qualification and parenting supervision qualification. 	
Experience	<ul style="list-style-type: none"> Experience of working with a wide range of mental health problems Experience of care planning Experience of working in a multi-disciplinary way 	<ul style="list-style-type: none"> Previous experience of working in CAMHS Experience of working in a culturally diverse inner city area 	Interview

Skills	<ul style="list-style-type: none"> • Evidence of well-developed clinical skills relevant to CAMHS • Specialist clinical skills within in specific therapeutic modalities • Able to manage own time and caseload • Excellent verbal and written communication skills • Able to work effectively across organisational boundaries • Keyboard/computer skills 	<ul style="list-style-type: none"> • Skilled in emergency and crisis assessments • Teaching skills, both in clinical setting and education centres 	Interview
Knowledge	<ul style="list-style-type: none"> • A high degree of self-awareness and an ability to reflect on personal and professional attitudes and accept feedback • Awareness of current national guidelines and policies in the field of CAMHS • Specific knowledge of pertinent issues for CAMHS • A knowledge of CAMHS issues including assessment and interventions • Knowledge of The Mental Health Act 1983 (amended 2007) and associated legislation • Knowledge of specific inner city issues which impact of care delivery • Knowledge of the Children’s Act and other appropriate legislation • A working knowledge of safe guarding Guidelines 	<ul style="list-style-type: none"> • Knowledge of development in inter agency partnership 	Interview
Other	<ul style="list-style-type: none"> • To offer supervision to junior staff • Commitment to equal opportunities • Self-motivated, assertive and flexible • Proven qualities in sustaining the mental, emotional and physical demands of specialized therapeutic work with disturbed and distressed children, adolescents and their families’/carer networks. • Car driver essential • <u>Freedom to act:</u> 		Interview

	<ul style="list-style-type: none"> • Physical effort: Confined sitting position(therapy); travelling within community; keyboard skills • <u>Mental effort</u>: writing reports; planning training; concentrating for therapy sessions /clinical supervision; • <u>Emotional effort</u>: Dealing with families in breakdown; experiencing trauma and abuse; occasional patient complaints; • Working conditions: Occasional abusive behaviour; unpredictable clinical scenarios 		
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S: Shortlisting I: Interview T: Test



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