

Job Description

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|-----------------------|---|
| Job Title: | Senior Children and Young People Mental Health Practitioner |
| Band: | Band 6 |
| Locality: | Specialist Network |
| Service: | CYP Mental Health Community Intensive Support Team |
| Base: | TBC |
| AfC Ref: | |
| Hours of work: | 37.5 Hours per week |

Reporting Arrangements:

Managerially accountable to: Clinical Team Manager

Professionally accountable to: Network Professional Lead (as appropriate)

Job Summary

To work as part of a specialist children and young people's mental health team to provide intensive support and interventions for young people and their families.

To provide support to the young person and family which promotes resilience and reduces the likelihood of future crisis episodes.

To develop holistic and recovery focused care and support plans.

To provide support to and work jointly with other agencies and teams to ensure the best outcomes for children and young people.

The hours of operation for the children and young people's intensive support will be variable and will require unsociable hours working that will be 7 days per week.

Key Relationships

- CYP Mental Health Community Intensive Support Team
- Social Services
- Educational Services

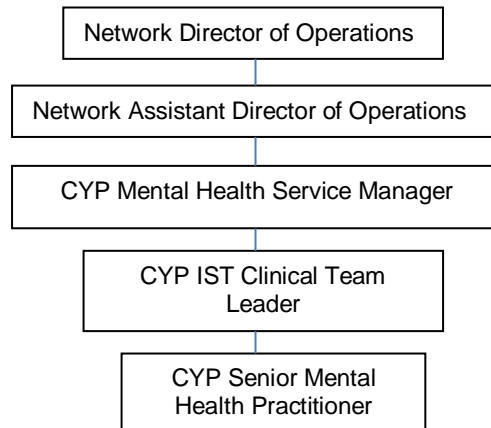
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- Voluntary & Independent Sector Services
- Criminal Justice Agencies
- Substance Misuse Services
- Inpatient units in both mental health and acute hospitals
- Learning disabilities teams

Department Chart



Key Responsibilities

- To work intensively with children, young people and those who care for them to provide a collaboratively agreed time limited package of support.
- To support families to offer containment and care to young people during periods of high expressed emotion and crisis.
- To provide clinical and operational leadership within the team in collaboration with and in the absence of the team leader.
- To formulate and implement support, intervention and risk management plans and evaluate their effectiveness.
- To liaise closely with specialist in-patient services and children and young people's community mental health teams to ensure that the least restrictive care option is provided to young people.
- To respect the needs of young people and their families and have an awareness and recognition of the impact of race and culture in mental healthcare provision.
- To promote active involvement of young people, their families and other significant persons in developing collaborative care/support plans and pro-active risk management plans.
- To educate and support others working with children and young people to reduce stigma, misconception and alienation of young people who use mental health services.
- To take responsibility and ownership for the standard of care and service that is provided to the young people and families who are supported.

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Communication and Relationship Skills

- To effectively communicate with young people with complex presentations in relation to their care, care planning, interventions and providing psychosocial education.
- To regularly report all relevant information to the referrer and to keep them updated in relation to the young person's progress.
- To be caring and compassionate, respectful and polite at all times
- To maintain a high standard of professionalism and to establish good, effective working practice in accordance with the relevant Code of Professional Conduct
- To share good practice and celebrate success within the wider service and LSCft as a whole.

Analytical and Judgmental Skills

- To undertake specialist assessments related to children and young people's complex mental health presentations and interpret and collate the information available to develop a formulation and a robust collaborative care plan.
- Collate complex information from the clinical records to develop clinical reports to present at multidisciplinary reviews or other multi-agency clinical meetings as required.

Planning and Organisational Skills

- To act as a care co-ordinator or case manager for an identified group of young people and take responsibility for co-ordinating the interventions and support that they will receive.
- To prioritise your own workload and caseload to effectively meet the demand, whilst raising any concerns with your line manager in a timely manner.
- To organise and manage your diary efficiently and effectively to ensure an appropriate balance between clinical and non-clinical time.
- To manage and support junior workforce within the team

Patient/Client Care

- To use evidence-based practices & psycho-social intervention to assess, plan, implement & evaluate the care provided
- To use evidence based strategies and interventions to provide high quality care and support for young people with mental health issues and their families.

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- To have a working knowledge of the key elements the Mental Health Act and Mental Capacity Act to underpin the care and support that is delivered to young people and families.
- To monitor side effects where young people are prescribed medication and support the administration of medication as required.
- To monitor dietary intake or other physical observations as required, within the scope of the agreed plan of care.
- To provide specialist advice and psychosocial education to both young people and families/carers to promote a positive wellbeing.
- To keep clinical records up to date and ensure effective written communication with referrers, young people, families and others who are involved in providing care to young people, in line with LSCft policies and the services standard operating procedure.
- To attend regular clinical supervision meetings with your clinical supervisor and managerial supervisor in line with the LSCft supervision policy.

Responsibilities for Policy and Service Development

- To participate in and contribute to the development of services to improve the mental health of young people in the community by attending relevant meetings (e.g. Team meetings, Governance meetings, Service development meetings etc.).
- To contribute to clinical policy development & clinical governance within the service.
- To comply with all current Trust policies and relevant local procedures
- To be accountable for your own professional conduct and development, seeking advice and supervision from line manager/clinical supervisor where necessary in relation to clinical, ethical, professional or policy issues
- To initiate and develop new approaches to service delivery and interventions in consultation with the line manager and other senior clinicians.
- To actively contribute to the development and review of policies, procedures and service standards, based on best practice
- To implement LSCft and multi-agency policies for safeguarding of children and vulnerable adults
- To disseminate learning gained from attending training courses to the wider professional team
- To actively seek feedback from young people, families and other stakeholders and ensure that feedback is used to enhance and develop the service provided.

Responsibilities for Finance

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- To ensure that all resources and equipment are maintained and used appropriately to ensure both effective and efficient use,
- To ensure that all finances related to the delivery of the service i.e. petty cash or other expenses are used responsibly and within LSCft policies and guidance.

Responsibility for Human Resources

- To offer professional supervision, mentoring and support to student nurses or other learners placed with the team.
- To supervise and support junior staff within the team including prioritising their workload as required and delegating specific responsibilities relating to the delivery of care to young people and their families.
- To act up in the absence of the team leader where necessary and in agreement with the service manager.

Responsibility for Information Resources

- To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust and service user information is managed legally, securely, efficiently and effectively.
- To ensure that all personally generated information is accurate, recorded in a timely manner and shared appropriately where required and in line with the LSCft record keeping and information governance policies.
- To maintain the confidentiality of information pertaining to service users, staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.

Research and Development

- To actively participate in the Trust appraisal process and ensure that your own knowledge and skills are constantly updated.
- To identify own training needs and seek to find ways to meet these in consultation with clinical supervisor.
- To participate in relevant research activity and clinical audit identified by the service.
- To keep up to date with national research regarding Young People with mental health needs.

Freedom to Act

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- To take responsibility for an identified caseload of young people for whom you will plan and evaluate the care that is provided, whilst working closely with the young person, the family and other staff involved in delivering care to ensure the best possible outcomes.

Person Specification

| Description | Essential | Desirable | Assessment |
|------------------------------|---|--|--|
| Education/ Qualifications | Registered professional qualification in Nursing, Social Work, OT or equivalent profession. Evidence of post registration professional development and training | Student mentorship qualification Post registration qualification related to CYP mental health | Application Certificate(s) Interview |
| Knowledge | Detailed knowledge of child safeguarding procedures and responsibilities Knowledge of legislation in relation to the patient group and mental health, including the Mental Health Act and issues of capacity and consent Knowledge of what is meant by person centred care, recovery Knowledge of recovery models and promoting independence | Knowledge of the use and inputting of outcome measures | Application Interview |
| Experience | Relevant post qualifying experience of working within children and families. Experience of carrying out comprehensive assessments and care plans. | Significant post registration experience working with children, adolescents and families in the area of mental health. Experience of managing complex | Application Interview |

| | | | |
|----------|---|---|-----------------------|
| | <p>Experience of collaborative working with other services</p> <p>Experience of undertaking robust risk assessments and complete comprehensive risk management plans.</p> <p>Experience of using basic IT and information systems.</p> <p>Experience of keeping clear and accurate clinical records.</p> | <p>cases within a mental health or social care service</p> <p>Experience of providing consultation to other professional and non-professional groups</p> <p>Experience of accessing and providing clinical supervision effectively.</p> <p>Experience of managing conflicting priorities and agendas.</p> | |
| Personal | <p>Ability to work sensitively in a non-judgemental way with children, young people & families who are in crisis.</p> <p>Interpersonally calm and able to defuse difficult situations.</p> <p>Ability to problem solve, prioritise workload and manage own time effectively.</p> <p>Effective communication skills with service users, carers and team members</p> <p>Ethos of delivering child centred, needs led, recovery focused, values based services</p> | | Application Interview |
| Other | <p>Ability to work a 7 day shift pattern including evening and weekend work.</p> <p>Evidence of car owner/driver or access to a suitable alternative transport to enable to undertake the role.</p> | | Application Interview |

EFFORT FACTORS

| PHYSICAL EFFORT What physical effort is required for the job? | How often? | For how long? | What weight is involved? | Any mechanical aids? |
|---|------------|------------------------|--------------------------|----------------------|
| Frequent requirement to drive | Daily | Up to 1 hour at a time | N/A | N/A |

| Is the job holders expected to sit / stand in a restricted position? | How often? | For how long? | What activity is involved? |
|--|------------|------------------|-------------------------------|
| Sitting in a car | Daily | 1 hour at a time | Driving is a part of the role |

| MENTAL EFFORT Are there any duties requiring particular concentration? – Please detail. | How often? | For how long? |
|--|---|-------------------------|
| Yes – undertaking sessions and interventions with young people with complex presentation and families. High levels of concentration required during assessments and completing accurate records | Daily | Up to 2 hours at a time |
| Are there any duties of an unpredictable nature? – Please detail. | How often? | For how long? |
| Yes working with young people and families with mental health issues who are under significant stress at times could result in unpredictable behaviour, which could at times be high risk or aggressive. | Daily sessions but unpredictable behaviours less frequent. Possibly weekly/fortnightly | Up to 1 hour at a time |

| EMOTIONAL EFFORT Does the job involve dealing with any distressing or emotional circumstances? – Please detail. | Direct / Indirect exposure | How often? |
|--|----------------------------|---------------|
| Yes due to the nature of the client group, young people are likely to become distressed, engage in self-harming behaviours and often have stressed | Both | Maximum daily |

| | | |
|--|------------|--|
| family relationships, which may be discussed during sessions. | | |
| WORKING CONDITIONS Does the job involve exposure to unpleasant working conditions? – Please detail. | How often? | |
| Working in YP homes/community settings which could be poor working conditions due to being dirty, having pets or smoking | | |

Our Values & Behaviours

The values and behaviours represent what we as an organisation, and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with, and reinforces, these values:

| Values | Behaviors we expect |
|--------------------------------------|--|
| <i>We are always learning</i> | <ul style="list-style-type: none"> ✓ We seek our opportunities to learn so we are supported to reach our potential ✓ We set high standards and are open to change and improvement ✓ We value appraisals, supervision and learning opportunities ✓ We speak up if we are concerned about safety and focus on opportunities to improve |
| <i>We are respectful</i> | <ul style="list-style-type: none"> ✓ We are open and honest, ensuring people receive information in ways they can understand ✓ We seek, value and support diverse perspectives, views and experiences ✓ We put service users and carers at the heart of everything we do, proactively seeking feedback ✓ We take pride in our work and take responsibility for our actions |
| <i>We are kind</i> | <ul style="list-style-type: none"> ✓ We are approachable and show compassion ✓ We actively listen to what people need and proactively offer our support ✓ We pay attention to our own wellbeing and the wellbeing of others ✓ We celebrate success and provide feedback that is sincere and genuine |
| <i>We are a team</i> | <ul style="list-style-type: none"> ✓ We take personal and team accountability to deliver the highest standards of care ✓ We work in active partnership with service users and carers ✓ We actively build trusting relationships and take time to celebrate success ✓ We work in collaboration with our partners to enable joined up care |

Special Conditions:

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.

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- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- To uphold the Trust's commitment to health and wellbeing

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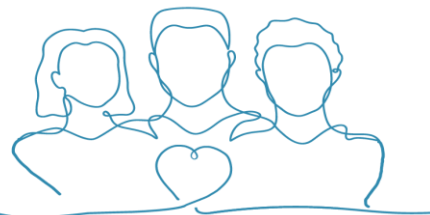
**We are
Kind**



**We are
Respectful**



**We are
Always
Learning**



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