

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Clinical Practitioner (CYP Mental Health)	Grade: PO4 – PO6
Section: School and Community Psychology	Directorate: Children's Services Directorate
Responsible to: Senior Psychologist	Responsible for: N/A
Post Number/s: RWCCP01/RWCCP02/RWCCP03	Last Review Date: August 2023

Working for the Richmond & Wandsworth Better Service Partnership

We're Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children's services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We're here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That's why, at Richmond & Wandsworth Better Service Partnership, you'll be at the forefront of innovation in local government, and we'll invest in you and offer you opportunities to grow in a way only our unique organisation can.

Job Purpose

- The post will be split across Access (Access Child and Youth Mental Health Service) and Tier 2 school and community based CAMHS.
- The Access team provides mental health screening and assessments and short-term interventions including family consultations, family therapy and CBT and for young people under 18 who experience emotional, mental health and/ or neurodevelopmental difficulties.
- Clinical work within school based CAMHS involves the provision of a range of individual, family and group-based interventions as well as staff consultations, training and whole school approaches in local primary and secondary schools in Wandsworth.
- Access is a multi-disciplinary service, developed as a partnership between the Local Authority in Wandsworth borough and South West London and St George's Mental Health NHS Trust. The post holder will work to relevant professional and ethical guidelines, and within the framework of both organisations' policies and procedures.
- Access and CAMHS teams conform to a Children and Young Persons Improving Access to Psychological Therapies (CYP IAPT) initiative. An electronic clinical record and information system (CYP IAPTUS) is in use.
- New referrals are triaged within 24 hours, and contact is made with families usually within 14 days of referral. Following an assessment in Access, young people are signposted or are referred to appropriate local services as needed.

The post holder will:

- Join a multi-disciplinary team at Wandsworth Access and work across a number of local primary and secondary schools
- Join the Family Consultancy team in Access to provide brief family interventions
- Deliver CBT, Family Therapy, or other interventions as appropriate within the Access Service and deliver interventions and staff consultation and training in schools as needed
- Be involved in other tasks within Access as required, such as triaging new referrals, conducting mental health assessments, taking part in duty rota, signposting and referring to appropriate services, attending Team Around the Child meetings and liaising with the multi-agency network as needed
- The post holder will have an agreed job plan with specified activity and throughput levels
- This post is subject to a probationary period of 26 weeks from your start date of employment with the SSA in this post, during which time you will be required to demonstrate to the SSA's satisfaction your suitability for the position in which you are employed.

Job Dimensions

The post requires the post holder to work with vulnerable children, young people and their families. An enhanced and regulated DBS check is required.

Post holders must be eligible for and/or registered with the Health and Care Professions Council or other relevant professional body.

The post holder will be required to work flexible hours, this will include occasional week-day evenings.

The post holder will be required to work flexibly across a number of settings, including Wandsworth Town Hall, Springfield Hospital, patients' home, schools and other community settings where required.

Specific Duties and Responsibilities – PO4, PO5 & PO6

1. To formulate and implement evidence-based interventions within the Access service, community and schools, including family consultations as well as other short-term Tier 2 interventions such as CBT, family therapy and groups.
2. To hold a caseload of clients and exercise autonomous professional responsibility for their assessment, treatment and discharge.
3. To liaise with multi-agency professionals, including referring to other services and attending Team Around the Child meetings, child protection conferences for example.
4. To provide advice, guidance, consultation and training to other professionals within the team and outside the team and service.
5. To undertake risk assessment and risk management for children and their parents/carers, following service procedures.
6. To communicate in a skilled and sensitive manner, information concerning triage, assessment, formulation and treatment both written and verbal, with all agencies and service users.
7. To monitor progress, treatment effectiveness and seek feedback about user experience using CYP IAPT dataset standards or other standards following service procedures.
8. To maintain the highest standards of record keeping, including electronic data recording, report writing and correspondence following service procedures.
9. To follow other team processes as required by the service.
10. To contribute to research, audit, development, evaluation, monitoring and project work in collaboration with colleagues in other services, agencies and schools.

11. To undertake continuing professional development, mandatory and statutory training, to engage in personal and professional development planning (performance Appraisal), and regular clinical and professional supervision.
12. To maintain up to date knowledge of legislation, national and local policies and issues in relation to the client group and post.
13. To participate as a member of the SCPS Team contributing to service development and policy formulation.
14. To undertake such other tasks as may be reasonably required by the Head of Service or Senior Psychologist.

Additional Specific Duties and Responsibilities – PO5 & PO6

15. To provide screening and mental health assessments of children and their parents/carers based upon complex data from a variety of sources including semi-structured interviews, self-report measures, direct and indirect structured observations.
16. To evaluate and make decisions about signposting and/ or delivering intervention options.

Additional Specific Duties and Responsibilities – PO6

17. To develop supervision skills and provide supervision to other staff as required, ensuring they acquire the necessary skills, competencies and experience to practice effectively.
18. To deputise for the Senior Psychologist on specific tasks if required.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young

people and adults as they apply to the role within the council.

- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Additional Information

Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Knowledge of current statutory legislative frameworks, national and local priorities and understanding of the role of applied psychology in relation to these.	✓		A&I
Knowledge of current practice, evidence base & research in applied child and developmental psychology and how these can be applied in community, clinical and / or educational settings.	✓		A&I
Knowledge of research and research methods and a commitment to / strong interest in supporting evaluative and research initiatives that may be commissioned internally or externally.		✓	A&I
A commitment to the ongoing development of professional knowledge and skills and to ensure maintenance of HCPC registration status, to participate in the SCPS supervision and appraisal processes and where eligible the Wandsworth PRP scheme.	✓		A&I
Evidence of an understanding of how the Council's Equal Opportunities policy relates to the practice of the psychologist, and the potential implications for minority groups, including non-majority ethnic, cultural and / or linguistic groups.	✓		A&I
Commitment to continuing professional development, to partnership working and to reflexive clinical practice.	✓		A&I
Able to relate to a diverse community and respect differences among service users and across the professional network, and a commitment to anti discriminatory practice.	✓		A&I
Experience	Essential	Desirable	Assessed
Demonstrable experience and competence carrying out assessment, case management and therapeutic interventions with children, young people and their families with mental health/ emotional difficulties.	✓		A, I & T
Experience and competence in delivering a range of relevant psychological intervention (e.g., CBT, systemic work, groupwork and other interventions) with children, young people and	✓		A, I & T

families.			
Experience of collaborative multi-disciplinary team working.	✓		A&I
Experience of collaborative inter-agency working and liaison.	✓		A&I
Experience of safeguarding and Child Protection.	✓		A&I
Experience in risk assessment and risk management.	✓		A&I
Experience of working in child mental health in relevant settings, including the NHS, local authority, schools.	✓		A&I
Experience of working to support a diverse community with a broad range of needs.		✓	A&I
Skills	Essential	Desirable	Assessed
Ability to demonstrate competence in at least one form of evidence based psychological therapy.	✓		A, I & T
The ability to gather evidence, synthesise complex information, reach logical conclusions and make sound judgements and decisions.	✓		A, I & T
The ability to communicate clearly both orally and in writing in ways that are accessible for a wide variety of audiences, in particular children, young people and families, and other professionals.	✓		A&I
The ability to produce notes, correspondence and reports that may be suitable for presentation in legal settings.	✓		A&I
The ability to effectively manage conflict, professional disagreement and / or other interpersonal difficulties where they might arise.	✓		A&I
The ability to effectively time manage - prioritise, initiate and plan work to meet deadlines and to compile accurate and up to date records, notes and reports in a timely manner.	✓		A&I
Empathy for individuals who have experienced mental health problems.	✓		A&I
Qualifications	Essential	Desirable	Assessed
PO4	✓		A&C
Therapeutic qualification providing registration with one of the following registering bodies:			
• United Kingdom Council for Psychotherapy (UKCP) • British Association of Counsellors & Psychotherapists (BACP) • British Association of Behavioural & Cognitive			

Psychotherapists (BABCP) • Nursing & Midwifery Council (NMC) – as a mental health nurse • Health & Care Professions Council (HCPC) • Postgraduate Diploma for Educational Mental Health Practitioner (EMHP) plus post qualifying experience • Postgraduate Certificate in Child and Young Persons Psychological Wellbeing Practice plus post qualifying experience • Core post graduate training in provision of CBT with children (eg CWP/CYP-IAPT) plus post qualifying experience PO5 Demonstrable practice over a minimum of four years in relevant settings, <u>and</u> therapeutic qualification providing registration with one of the following registering bodies: • United Kingdom Council for Psychotherapy (UKCP) • British Association of Counsellors & Psychotherapists (BACP) • British Association of Behavioural & Cognitive Psychotherapists (BABCP) • Nursing & Midwifery Council (NMC) – as a mental health nurse • Health & Care Professions Council (HCPC) PO6 Qualified Clinical / Counselling / Educational Psychologist having completed a Doctorate in Clinical / Counselling / Educational Psychology (or its equivalent) as accredited by the BPS, and registered with the HCPC as a practitioner psychologist, or Qualified Systemic Family Psychotherapist having completed a masters or doctoral level qualification in systemic psychotherapy and registered with the United Kingdom Council for Psychotherapy (UKCP) via the College of Family Couple and Systemic Therapy, <u>and</u> with demonstrable practice over a minimum of four years, or Registered mental health nurse or social worker, with postgraduate qualification in CBT or other therapy approach, and registration with the United Kingdom Council for Psychotherapy (UKCP), British Association of Counsellors & Psychotherapists (BACP), or British Association of Behavioural & Cognitive Psychotherapists (BABCP), <u>and</u> with demonstrable practice over a minimum of four years in relevant settings.			
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A – Application form
I – Interview
T – Test
C - Certificate