



Role Profile

Job Title: Targeted Mental Health Clinical Practitioner	Grade/ Level: N	Post Number: P126202
Directorate: Children's Service	Job Family:	Date Prepared:

Role reports to (Job Title): Senior Targeted Mental Health Clinical Practitioner

Job Purpose:

The post holder will be required to work within the newly re shaped Targeted Mental Health Function (tier 2 CAMHS). They will work under guidance from the senior clinical practitioner and Integrated early Help Managers and will be required to work directly with children and young people and their families to promote mental and emotional well-being in universal settings and homes. The post holder will be involved in the planning and day to day running of a range of individual and group programme interventions. They will be required to work in various settings including Schools, 16+ educational provision, community facilities and the families own homes.

- To take a clinical role in implementing targeted interventions to children, young people and families
- To deliver evidence based therapeutic interventions
- To provide supervision, consultation and training as required to member of the Integrated Localities Teams and workers in universal settings
- To build effective relationships with vulnerable children, young people and their families
- To offer targeted support through preventative strategies and direct work as part of a multi agency team around the children, young person and their families
- To work as a lead professional for children and young people as required

The post holder will work to promote:

- 1) Emotional resilience and mental well being
- 2) Strong and stable families.

The impact of this work will be to:

- 1) Support children and young people to develop resilience to enable them to achieve their potential
- 2) Increase the mental health knowledge and skills of staff in universal settings and Integrated Locality Teams to provide emotional wellbeing and mental health interventions themselves
- 3) Increase access of children and young people to learning.
- 4) Reduce health inequalities through earlier intervention

The work with vulnerable children, young people and their families aims to empower communities, build resilience and achieve the best outcomes, linked to the One Swindon priorities:

The aim of the post is:

“To be ambitious for every child and young person, to encourage them to have high aspirations and to enable them to be ‘the best that they can be.’”

Key Accountabilities:

1. To identify children and young people in need of mental health interventions through clinical assessments
2. To interpret the specialist assessments and to lead the implementation of the appropriate clinical strategies
3. To provide specialist clinical advice and supervision as appropriate, including into universal settings
4. To carry a clinical caseload of Targeted Mental Health children, young people and families
5. To plan and implement identified interventions to children, young people and parents.
6. To work in a therapeutic way individually or in small groups in the appropriate setting.
7. To work effectively with other partners and agencies to support targeted interventions and build sustainability and capacity to increase the skills of the universal workforce
8. Work in a multi disciplinary team and in partnership with other agencies and professionals to ensure there is a coherent and consistent approach to addressing the needs of children, young people and their families.
9. Support the assessment of children and young people’s needs using the Early Help Record in order to identify needs and overcome barriers to ensure a successful transition from school, college and other provision.
10. Contribute to multi agency planning, reviewing, and Team Around the Child (TAC) meetings to ensure that all young people’s plans are outcome focussed and subject to agreed quality standards to inform what works best
11. Contribute to a professional service that safeguards and promotes the welfare of vulnerable children, young people and families , hold on to the baton and support and coordinate others in their contribution to the TAC plan
12. To deliver evidence based therapeutic interventions
13. Share appropriate information, which could contribute to statutory assessments as required
14. Contribute to a professional service which safeguards and promotes the welfare of vulnerable children, young people and their families
15. Maintain detailed records of all contacts with children and young people in accordance with SBC guidelines in order to monitor and track outcomes for children and young people
16. To support the development of less experienced practitioners delivering support to children, young people and families.
17. To take delegated responsibility for workers and clinical practice when directed to by the Senior Targeted Mental Health Clinical Practitioner.
18. To produce accurate records and reports as required.
19. To assist with the collection of data for the evaluation of the service and to use IT effectively.
20. To attend and participate in training and supervision to ensure professional development and competence.
21. To work within and aid promotion of an Equal Opportunity and Anti-discriminatory framework
22. To participate in audit requirements in line with supervision policy
23. To participate in service developments as appropriate
24. To liaise with partner agencies to ensure a seamless approach for families.
25. To assist with daily administration relevant to the project.

Supplementary Accountabilities:

1. To be accountable for their own professional actions whilst working alongside other professional/agencies
2. To have a commitment to involve young people in the design, delivery and evaluation of services.
3. To contribute to the development of the role, the overall Targeted Mental Health provision and whole system approach to the delivery of CAMHS
4. To work with families and parents in order to build parental capability and empower families, enabling them to become self-sufficient.
5. To contribute to the development and maintenance of high professional standards for themselves through active participation in CPD training, individual performance review
6. To maintain contemporaneous knowledge, national and local policies and issues in relation to children, families and mental health.
7. To advocate on behalf of children and young people to ensure that their voice is heard to take their views into account, and to enable them to have influence in their local communities.
8. To actively involve children and young people in the design, delivery and evaluation of services available.
9. Enable young people, families and communities to build capacity to meet their own needs, and to develop their negotiation skills in order to support them in achieving successful outcomes.
10. To support the development of partnerships across the private, voluntary and community sector to ensure that integrated ways of working are coherent and consistent.
11. With support to work innovatively with partners and the community in a fully integrated manner to help create a strong and growing level of support for young people and their families.
12. To work professionally and sensitively with a range of information, making good sound judgements regarding when it is appropriate to use and share.
13. To actively contribute to team meetings and the ongoing development of the team.
14. As a reflective practitioner to take part in regular supervision and appraisal processes.
15. With support to work innovatively with partners and universal settings in a fully integrated manner to help create a strong and growing level of support for children, young people and their families.
16. To work professionally and sensitively with a range of information, making good sound judgements regarding when it is appropriate to use and share.
17. Keeps up to date with legislation, evidence-based practice and has a clear understanding of good practice.

18. Shows evidence of commitment to lifelong learning through ongoing professional and career development.

19. Follows professional guidelines and Codes of Practice as laid down by the NMC or relevant governing body.

Knowledge, Experience and Skills:

A relevant professional Health qualification e.g. RMN or equivalent professionally accredited qualification with a minimum of three years' experience, such as Social work.

Post qualification experience in a mental health setting working with children and young people with mental illness

Experience of having worked in Child and Adolescent Mental Health Services

Relevant experience of working with children, young people and families in an integrated and multi agency context with knowledge of mental health issues relating to their emotional development

To demonstrate some knowledge of child and young people's development including personal, social and emotional areas.

To have good communication skills.

To understand the complex range and nature of mental health issues experienced by children, young people and their families

To demonstrate understanding and skills of the assessment the mental health of children and young people and to be able to link this to agreeing with them the necessary and relevant outcomes in order that any work planned is evidenced as being effective.

To demonstrate the knowledge and experience of using the skills required to plan, deliver, and critically evaluate the delivery of mental health interventions.

Experience of working in a variety of universal settings using successful evidence based practice

Experience of working collaboratively with other professionals in order to coordinate a multi agency package of support for children, young people and their families

To demonstrate skills and knowledge to plan, deliver, monitor and critically evaluate interventions with young people and families to meet the agreed outcomes

Knowledge and evidence of experience of working with vulnerable children, young people and families

To be able to demonstrate evidence of understanding and working to promote equality of opportunity, challenge stereotypes with children, young people, families, professionals, and agencies.

A current knowledge of mental health issues that affect children and young people.

A working knowledge of recent legislation, central government policy and local policy and procedures that would be relevant to working with children and young people.

Knowledge of why effective transition at various stages in life is critical for children and young people and how it can impact on confidence and achievement.

Demonstrates readiness to learn the skills and knowledge necessary to deliver in an unpredictable environment.

Demonstrates knowledge of the Local Procedures related to safeguarding and how they are applied in service delivery.

Demonstrates readiness to learn the skills and knowledge necessary to manage a busy and unpredictable workload in order to focus on priorities and to complete work within agreed timescales.

IT literate and some experience in the use of databases for the recording and analysis of practice and results.

Experience of recording sensitive information, maintaining client case files and working within confidentiality and data sharing policies.

Commitment to own ongoing personal and professional development

Decision Making:

Making decisions through an understanding and demonstration of behaviours, culture and working practices that enable collaborative and effective working within an integrated team.

To support children and young people's mental and emotional development through integrated working in line with appropriate protocols.

To provide supervision through consultation into universal settings and to junior members of staff when required

To regularly make decisions in day to day operational situations in response to sudden changes in situations and circumstances associated with working with vulnerable children and young people.

The awareness of confidentiality protocol in making day-to-day operational decisions about potential risk.

To be able to make appropriate assessment of mental health when working with children, young people and their families.

To give guidance and support, based on evidence based practice, on mental health to workers in universal settings

The ability to develop appropriate solution focused action plans following assessment.

Confidence and experience to make appropriate autonomous decisions when working in the field within the framework agreed via line management supervision.

To be skilled at using the resources available, to use them effectively and to prepare and secure additional resources to meet specific needs.

Contacts and Relationships:

To build effective relationships with children, young people and families

To have knowledge and understanding of the rationale for and importance of integrated working and the opportunities and challenges it creates.

To apply knowledge from their own background to the development and delivery of effective mental health interventions that meets the needs of children and young people.

To establish good relationships with children, young people, parents, carers and the community in order to ensure that mental health needs are met.

To meet and work with children, young people and families in their homes and in universal and community settings

To build effective working relationships with a range of professionals such as teachers, Youth Engagement workers across all universal settings.

To advocate, within professional boundaries, on behalf of children, young people and their families with other professionals.

Creativity and Innovation:

The ability to work on ones own initiative and also collaboratively as part of an integrated team.

To work innovatively with partners and the community in a fully integrated manner to help create a strong, sustainable network of support for children, young people and their families.

To reflect on and improve performance by investing time in personal development to improve clinical practice.

To be able to prioritise and manage the workload with support using a wide range of strategies within a complex and demanding environment.

To be flexible and creative in order to identify solutions to support children, young people and their families in achieving greater resilience and self-sufficiency.

Emotional Demands of the job:

The appropriate knowledge, skills and evidence of experience of being able to establish and maintain professional boundaries with children, young people, families and communities.

All of the work will be with children, young people and their families with a range of mental health needs

Demonstrate a high level of personal resilience.

Job Specific Competencies:

Your role will involve working directly in a therapeutic way with children, young people, families and professionals in universal settings.

To take a lead role in ensuring effective joint working with all agencies working with a child, young person or family

To be able to communicate effectively and to engage with children, young people, families and professionals using listening, consultation and influencing skills.

To engage in Continuing Professional Development to sustain and enhance reflective practice given the ever changing landscape of improving services and meeting new challenges.

To effectively use clinical and case supervision as tools to manage the emotional demands of this role.

To adhere to the Data Protection Act and agreed SBC data entry systems, ensuring records are accurate, secure and up to date.

Work within agreed timescales to contribute to quality assurance processes, procedures and performance management framework.

To be able to negotiate with partner agencies and to advocate on behalf of children, young people and their families.

Skills to use assessment tools in order to plan effective interventions

Features of the role:

Working in a variety of universal settings which could include Integrated Early Help Teams, schools, colleges, alternative education settings, pre school settings and homes.

To provide consultation to professionals working in universal settings and to members of Integrated Early Help Teams

To work effectively with individuals as well as groups of children and young people.

To work within agreed confidentiality policy and procedures.

The post requires an enhanced DBS clearance.

Values and Behaviours

We strive to underpin our culture through strong management and authentic leadership, this means getting the management basics right, and ensuring what we commit to individually and collectively, we own and demonstrate accountability aiming to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, this means in our work we are:

Connected: We put Swindon and its people at the heart of everything we do.

We display a communication and behaviour style that promotes a positive Council identity in connecting with residents, customers, colleagues and other stakeholders ensuring a partnership approach to delivering our vision. Always asking, “is what I am doing in the best interests of Swindon and its people,”?

Resilient: We are forward thinking and work smart

We seek to identify where things can be improved, ensuring this learning is embedded, evaluated and built upon through a strong approach to continuous organisational development.

Brave: We respect and work together with our colleagues and customers to achieve success

We act in an emotionally intelligent way, setting positive examples around accountability, risk and governance. This will be delivered through developing ourselves and our teams to achieve the highest possible levels of productivity and performance.

Health and Safety:

In accordance with the provisions of the Health and Safety at Work etc. Act 1974 and the Management of Health & Safety at Work Regulations 1999 you must take reasonable care so as not to endanger yourself or other persons whilst at work. You must also co-operate with the Council to enable it to comply with its statutory duties for health and safety.

You must work in accordance with training or instructions given, make proper use of any personal protective equipment provided and inform your manager of any hazardous situations or risks of which you are aware.

You must ensure you undertake responsibilities relating to your position as detailed within your Directorate Health and Safety Policy

Data Protection:

In accordance with the provisions of the Data Protection Act 1998, jobholders should take reasonable care to ensure that personal data is not disclosed outside the Council procedures, or use personal data held on others for their own purposes. In accordance with the provisions of the Freedom of Information Act 2000, ensure requests for non-personal information are dealt with in accordance with the Council’s written procedures.

Note:

This job description is intended as a general guide to the duties attached to the post and is not an inflexible specification. It may therefore be altered from time to time to reflect the changing needs of the department, always in consultation with the postholder.

Safeguarding - Children & Vulnerable Adults

This organisation is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment.

Staff must work in accordance with the South West Child Protection procedures and Child Protection/Safeguarding Policy and understand their role within that Policy.

Employee Signature:	
Print Name:	Date
Line Manager's Signature	
Print Name:	Date: