



A MENTAL HEALTH SOCIAL MOVEMENT

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Job Pack

CYP Wellbeing Practitioner (North Somerset)

Thank you for your interest in this role, please find below some information to help you decide whether to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **Thursday 15th June** and interviews will be held on **Thursday 22nd June..** Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates.

To have an informal discussion about the role, contact **Laura Brain** - laura@otrbristol.org.uk

Role Summary

Job Title	CYP Wellbeing Practitioner - Groups (North Somerset)
Salary	OTR Band B+ Starting salary £26,099fte £15,659 (pro rata)
Hours	22.5 per week 0.6 fte (3 days)
Contract	Fixed term for 18 months
Leave	Flexible - our basic entitlement is 38 days (pro rata). However, OTR operates a flexible leave policy and you are entitled to request as much leave as you would like and need.
Pension	With The People's Pension - 3% employer contribution on qualifying earnings
Location	Based at The Old Vicarage, 1 Somerset Square, Nailsea, BS48 1RP, and in locations across North Somerset.
Accountable to	Team Manager (North Somerset)
Job Purpose	<ul style="list-style-type: none">• This role is a position established within the Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT).• To develop, lead and deliver a CBT group intervention offer in secondary schools around North Somerset.• To work as part of a multidisciplinary team in North Somerset delivering high-quality, outcome-informed, focused and evidence-based interventions in group formats, for children and young people experiencing mild to moderate anxiety, low mood, and behavioural difficulties.• To support the delivery of our in person and online CBT-based groups to young people across North Somerset.• To support schools to embed a robust and high quality emotional mental health offer for young people.• To work with a diverse caseload of children and young people both internally across the organisation, and in an outreach capacity across North Somerset communities. This will include providing support in secondary schools located in the Weston area.

Key Relationships	<ul style="list-style-type: none"> • Team Manager • Clinical Supervisor • North Somerset OTR Team • Mental Health Schools Team (MHST) • OTR staff and volunteers • Young People • External services and schools • CAMHS Urgent Care and Assessment Team (UCAT)
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Role Description

Therapeutic Skills	<ul style="list-style-type: none"> • Assess and deliver (under supervision) outcome-focused, evidence-based group interventions to children and young people across North Somerset who are experiencing mild to moderate mental health difficulties. • Support and empower children, young people and families to make informed choices about intervention and self care. • Deliver therapeutic groups to young people aged 11-18. • Operate at all times from an inclusive values base, which recognises and respects diversity. • Undertake accurate assessment of risk to self and others. • Under supervision, escalate or refer unsuitable cases, where level of need is beyond service remit. • Adhere to an agreed number of group sessions delivered to children and young people per week in order to improve access and waiting time. • Attend multidisciplinary and network meetings relating to referrals or CYP in treatment, where appropriate. • Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection. • Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process. • Work in a collaborative approach, involving relevant others and professionals to enhance communication and access.
Training & Supervision	<ul style="list-style-type: none"> • Attend mandatory safeguarding training and recommended training programmes relevant to the post as advised by line management. • Support, coordinate and facilitate internal and external training programmes. • Receive supervision from an allocated clinical supervisor, and attend peer-led group clinical skills supervision. • Prepare and present group caseload information to supervisor within the service on an agreed and scheduled basis, in order to ensure safe practice within groups and the safeguarding and governance obligations of the practitioner, supervisor and service are delivered. • Respond to and implement supervision suggestions by supervisors. • Engage in and respond to personal development supervision to improve competencies and practice.
Professional	<ul style="list-style-type: none"> • Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up to date on new recommendations/guidelines set by the relevant departments. • Ensure that confidentiality is protected at all times. • Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development. • Participate in individual performance review and respond to agreed objectives. • Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintain up-to-date specialist knowledge of the latest theoretical and service delivery models/developments.

	<ul style="list-style-type: none"> Attend relevant conferences/workshops in line with identified professional objectives.
General	<ul style="list-style-type: none"> To engage in training and development appropriate to the role. To commit to the core values of OTR, including young people's empowerment and participation. To work within the spirit and framework of all OTR policies, governance, and delivery philosophy, and to keep up to date with relevant training and professional development, particularly in relation to safeguarding, risk and safety. To ensure all paper and electronic personal records are managed and stored safely at all times. To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies. To operate within a 6 day service which will involve some evening and weekend work.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> Minimum Pass in the CYP-IAPT, CYP Psychological Wellbeing Practitioner training programme. 	<ul style="list-style-type: none"> Psychology or other health/social care/ youth related undergraduate degree. Other relevant postgraduate degree.
Experience	<ul style="list-style-type: none"> Experience of working with children and/or young people in the WP role. Experience facilitating group sessions. Experience of working in/across school settings. Experience of managing safeguarding, confidentiality and risk. 	<ul style="list-style-type: none"> Experience of networking with external agencies and skills in partnership development. Experience of working with young people in Weston/other areas of North Somerset. Experience working with families and parents.
Knowledge	<ul style="list-style-type: none"> Understanding systems and contexts in which children and young people are likely to live. Demonstrable understanding of common mental health problems experienced by children and young people. Able to identify common mental health problems in children and young people. Understand why it is essential to use evidence-based interventions when possible. Understand why collecting feedback from children, young people and parents is important. Good working knowledge of local services for young people, safeguarding and healthcare pathways. 	<ul style="list-style-type: none"> Knowledge on a range of alternative brief therapies and interventions. Good working knowledge of routine outcome measures and the ability to turn practice into evidence. Knowledge of North Somerset CYP Services. Knowledge of child and adolescent development and the role of the family in supporting children and young people's emotional wellbeing.
Skills & Abilities	<ul style="list-style-type: none"> Confident in applying WP skills. Adaptable and flexible. Ability to work to agreed targets and demonstrate outcomes. 	<ul style="list-style-type: none"> Training on risk assessments; experience of carrying out risk assessments within scope of practice.

	<ul style="list-style-type: none"> • Excellent verbal and written communication skills, incl. telephone skills and use of internet based communication. • Able to carry out assessment to determine suitability for group CBT interventions. • Able to develop good therapeutic relationships with clients in a group setting. • Able to develop good professional relationships with colleagues inside and beyond child and adolescent mental health services. • Responsive to and willing to ask for feedback and supervision. • Ability to hold accountability and encourage responsibility in others. 	<ul style="list-style-type: none"> • Creative in intervention and service delivery. • To have an open minded approach to supervision in practice and remain curious through reading and experiences in other modalities of supervision. •
Personal Qualities	<ul style="list-style-type: none"> • High level of motivation. • Excellent organisational and self-management skills. • Ability to use supervision and personal development positively and effectively. • Able to work under pressure. • Regard for others and respect for individual rights of autonomy and confidentiality. • Resilient; able to model good self care. • Values-led, with a personal commitment to equality, diversity, social justice and change. 	<ul style="list-style-type: none"> •
Other	<ul style="list-style-type: none"> • Ability and willingness to travel across North Somerset. • Able to travel between sites where children and young people may present (e.g. schools, NHS premises, home etc). • Willing and able to work occasional evenings and weekends. 	<ul style="list-style-type: none"> • Fluent in languages other than English. • A driving licence and access to transport.

About us

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none">- We believe that our offer should be inclusive of all cultures and identities- We believe that young people have unique strengths, interests and circumstances- We believe that the world around us impacts our wellbeing- We believe in placing young people at the heart of our work- We believe in innovating and evolving to improve our offer for young people- We believe that relationships are what make the difference- We believe in the power of partnerships	<ul style="list-style-type: none">- Collaboration- Diversity- Learning- Sharing- Participation- Self-efficacy- Self-care- Transparency- Agency- Creativity- Social Action- Pragmatism	<ul style="list-style-type: none">- We're accommodating- We're integrated- We're thoughtful- We're supportive- We're open- We're resourceful- We're resilient- We're communicative- We're independent- We're imaginative- We're motivated- We're adaptable