JOB DESCRIPTION AND PERSON SPECIFICATION

Avon and Wiltshire Mental Health Partnership NHS Trust

Job Title:	CAMHS Senior Mental Health Practitioner
Band:	Band 7
Hours:	37.5 hours per week
Base:	Bristol South CAMHS (Knowle Clinic)
Reports to:	Clinical Service Manager
Professionally Accountable to:	Clinical Service Manager

Job Summary

Job Purpose

- To work individually and jointly with the team to provide a specialist, assessment, treatment and consultation service to children, adolescents and their families within the South Bristol CAMHS team and to work with the wider care systems which impact on the welfare of the child.
- To work within a highly experienced multi-disciplinary team involved in the assessment and treatment of children and young people with serious and complex mental health difficulties.

Description of the duties

Clinical Responsibilities

- To assess, develop, implement and evaluate therapeutic interventions and to be responsible of the management of own caseload from referral to discharge
- To carry out specialist urgent assessments of a young person's mental health needs and associated risk when required including deliberate self-harm assessments.
- To work with children, young people and their families promoting opportunities for their maximum engagement and involvement in formulations or care plans and evaluation of the service they receive.
- To work jointly with staff from other agencies in direct work with children and young people and their families
- When appropriate, engage in joint work with other specialist CAMHS personnel as agreed with CAMH services manager
- To develop effective liaisons with referrers, and those contributing to referrals, to specialist CAMHS and to guide referrers to appropriate resources for children and young people with mental health needs
- To attend CAMHS meetings and case discussions as appropriate
- To work closely as part of the multi-disciplinary CAMHS team.
- To practice within current legislation governing the delivery of services to children and young people, such as that for Looked After Children and the Safeguarding of children as defined in the Children Act (1989, amended 2004) and local guidelines.
- To assess child safeguarding issues for each case. To practice within local safeguarding guidelines, sharing and directly referring on concerns when appropriate and participating in multi-agency safeguarding conferences.
- To participate in regular reviews of cases and attend case discussions, conferences and reviews as appropriate.
- To comply with the Continuing Professional Development (CPD) requirements of their professional body.
- To comply with any necessary data collection and information sharing across agencies in line with Trust guidelines on confidentiality.
- To provide reports and maintain written records of assessments, clinical interventions and consultation meetings.
- To be prepared to travel to other sites and clinics, to schools and to the child's home
- To be computer literate.

Professional Responsibilities

- To lead and provide clinical supervision to identified professionals and trainees/ students where indicated
- To participate in suitable personal clinical and management supervision (as provided) and ensure that time is available to undertake this effectively.
- To keep records and to provide clinical reports on interventions and outcomes.
- To develop and sustain links and working relationships with the different community based CAMH teams.
- To work within relevant legal and professional frameworks such as The Children Act and Professional Body guidelines.
- To work within the guidelines of Clinical Governance and employing NHS Trust policies.

- To ensure that, as far as possible, practice is evidence based, keeping informed of current practice by undertaking training as appropriate and as required by professional guidelines (e.g. NMC training requirements or Primary Mental Health Work standards and training).
- To explore, research and develop further innovative ways to promote positive mental health

Research and Development

- To inform and influence child system-wide mental health practice including the development of joint agency protocols for pathways of care, intervention or treatment, joint planning and collaborative working relationships
- To participate in identifying service needs and gaps across agencies with regard to children and young people's mental health.
- To participate in obtaining service users' views and to involve service users in the design and delivery of accessible mental health provision in the community
- To participate in audit, evaluation, teaching and research as agreed with line manager.

Communications and Working Relationships

Children, young people, parents and carers
Education staff (local authority, schools, early years settings)
CAMHS teams
Public health colleagues
Other health colleagues including GP's, School Health Nurses and Community Paediatricians.
Primary care staff
Local Authority Teams including children's social care and Early Help (Compass)
Educational Psychologists
Third sector/voluntary agencies
Community groups
Other statutory agencies

Most challenging part of this role-

Supporting children and young people referred to the service and their families who are experiencing high levels of distress associated with their emotional, behavioural and mental health difficulties

To contribute to the development of a culture where the personal and positive aspirations of service users are the primary focus of the individualised care plan, while developing and maintaining individual skills in delivering a range of therapeutic interventions. This must be achieved whilst respecting the dimensions of personal choice, diversity and culture and the benefits which these bring to the therapeutic relationship.

General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees or you can ask your manager for the policy**.** Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

Other Information

CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with, and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

RISK MANAGEMENT

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

SAFEGUARDING & DUTY OF CANDOUR

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions.** This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

PERSON SPECIFICATION

JOB TITLE CAMHS Senior Mental Health Practitioner

Requirements	Essential	Desirable
Education and Qualification	• Relevant completed professional qualification (eg clinical psychology, mental health nursing, social work, family therapy, occupational therapy, accredited CBT, psychotherapy). • Maintenance of appropriate professional registration (i.e. HCPC, UKCP, NMC).	• Additional training in assessment and therapeutic approaches in a specialist area relevant to CAMHS.
Experience and Knowledge	• Significant experience of delivering evidence-based therapeutic interventions preferably with children and adolescents. • Experience of risk assessment and management appropriate to children and young people. Including young people who are suicidal and present a risk to self and/or others. • Experience of multi-disciplinary team working. • Advanced theoretical and practical knowledge in the specialism including knowledge of child and adolescent development and mental health. Ability to use this. • Knowledge of national and local guidelines/policy regarding provision of public sector services to children/young people and their families. • Knowledge of working together arrangements in particular, Child Protection and Child in Need. • Knowledge of relevant Legislation eg Mental Health Act and Children Act. • To maintain professional registration and practice within legal and professional frameworks.	• Experience in a community CAMHS service. • Experience of providing clinical supervision to colleagues and more junior staff including trainees/students.

Skills and Abilities	• Empathy/engagement skills with the client group. • Ability to work with children, young people and families from a wide range of social, cultural and minority ethnic backgrounds. • Ability to work effectively and flexibly as an integral member of a team. • Ability to use clinical and management supervision. • Ability to work independently. • Ability to organize and prioritize client caseload. • Well organized with good administration skills. • Self-awareness and emotional resilience. • Good communication and liaison skills. • Ability to write concise reports for referrers, families and other agencies. • Politically astute and able to work collaboratively with partner agencies and maintain good working relationships. • Ability to be flexible about where the child and family are seen eg clinic, school or home.	Click or tap here to enter text.

Other Requirements	• Own Driving Licence and ability to travel between clinic and community settings. • The post holder must be able to demonstrate competency in engaging children and young people and their families who are referred to CAMHS. • The post holder must be able to demonstrate capacity to work autonomously. • The post holder must be able to demonstrate capacity to meet needs for intense mental and emotional effort associated with working with children and young people with emotional and behavioural difficulties and their parents who may also present with mental health problems. • The post holder must be able to demonstrate capacity to cope with complex distressing material e.g. child sexual and physical abuse, emotional abuse, neglect and domestic violence. Click or tap here to enter text.	Click or tap here to enter text.

Date Job Description and Person Specification agreed: 01/08/2021