**JOB DESCRIPTION**

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| **Job Title:**  | Mental Health Youth Worker |
| **Grade & Salary:**  | £29,523 (WM6 SP 29) |
| **Hours of work:** | 37,5 h, PM rota included in work pattern |
| **Line Management Reports:**  | n/a |
| **Accountable to:** | Service Manager, Children and Young People Services  |
| **Functional Responsibility:**  | CYP Leadership Team |
| **Job Purpose:** | To provide a preventative, early intervention service to children and young people who access various Youth Clubs in Royal Borough of Kensington and Chelsea (RBKC). To use the acquired skills, knowledge and abilities to deliver a service based within named Youth Clubs, focusing on wellbeing and signposting to most appropriate services within RBKC.  |
| **Based at:** | Youth Clubs in Royal Borough of Kensington and Chelsea (RBKC) |

**Main Responsibilities**

**To allow the post holder, with appropriate supervision, to work as an autonomous and responsible practitioner and to engage in:**

* Delivering 1-1 and group emotional well-being sessions
* Supporting young people to access self-help and support systems in the community, accessing services to contribute to individualised care-plans and packages.
* Be available to work shift patterns, this will include evening and weekend hours.
* Helping children and young people within these settings who present with more severe problems to rapidly access more specialist services
* Supporting and facilitating staff in named Youth Clubs to identify and where appropriate manage issues related to mental health and wellbeing
* Working with and within Youth Clubs environments to afford better access to specialist mental health services
* Support and empower children, young people, their parents/carers and families to make informed choices about the mental health interventions being offered.
* The role will work directly with youth work and multi-agency work with children and young people, and their families. Through a range of relevant co-produced activities, you will empower young people to build confidence and resilience
* The Mental Health Youth Worker will work collaboratively within a multi-disciplinary team both statutory and non-statutory services to provide a programme of activities which safeguard young people and are targeted at individuals and groups in need of specific support, including prioritising support for young people at risk
* The role is responsible for identifying target groups of young people to access services; this would include and not limited to hard to reach and/or looked after young people, young women, NEET, SEND

Key relationships:

* Colleagues from named Youth Clubs
* Young RBKC Foundation
* Identified external services working with ‘teams around youth clubs’ ethos
* Mental Health Support Teams
* Line Manager
* Clinical Supervisor
* CAMHS and AMHS
* Colleagues from Mind in Westminster and Kensington and Chelsea

**Therapeutic Assessment and Intervention**

1. Work in partnership to support children and young people experiencing mental health difficulties and their parents/carers, families and educators in the self-management of presenting difficulties.

2. Operate at all times from an inclusive values base, which recognises and respects diversity.

3. Undertake and record accurate assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the Youth Clubs based at and Local Safeguarding Board guidance.

4. Adhere to all regulations, processes and procedures within the youth clubs to which the post holder is attached and within the organization where the post-holder is employed including (but not limited to) HR policies, training requirements, referral protocols, and emergency procedures. Signpost referrals of children with more complex needs to a locally identified appropriate relevant service

5. Through supervision and any other relevant local pathway, escalate cases where the level of need or risk is beyond the scope of practice of the post holder.

6. Provide a range of information and support around available support.

7. Practice, evidence and demonstrate an ability to manage one’s own workload in conjunction with the requirements of the team.

8. Attend multi-disciplinary and multi-agency meetings relating to referrals or children and young people to treatment, where appropriate.

9. Keep clear, professionally coherent records of all activity in line with both health and youth clubs protocols and use these records and outcome data to inform decision making.

10. Complete all requirements relating to data collection.

11. Assess and integrate issues relating to transitions, education and training/employment into the overall service.

12. Work within a collaborative approach involving a range of relevant others when indicated.

13. Contribute to the development of individual or group materials or training materials, and in addition to develop such materials independently as falls within own degree of competence, and under direction of the wider team.

**Training and Supervision**

14.Prepare and present workload information to supervisors within the service on an agreed and scheduled basis to ensure safe practice and the governance obligations are delivered.

15. Respond to and implement supervision suggestions by supervisors in practice.

16. Engage in and respond to personal development supervision to improve competences and practice.

**Professional**

17. Ensure the maintenance of standards of own professional practice

18. Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.

19. Ensure that confidentiality is always protected.

20. Ensure that any risks or issues related to the safety and wellbeing of anyone the post holder comes into contact with in the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.

21. Ensure clear objectives are identified, discussed and reviewed with supervisor on a regular basis as part of continuing professional development.

22. Participate in individual performance/appraisal review and work towards agreed objectives.

23. Keep all records up to date in relation to Continuous Professional Development and the requirements of the post and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.

24. Attend relevant educational opportunities in line with identified professional objectives.

**PERSON SPECIFICATION**

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| **Element**  | **Description** | **Essential/desirable**  |
| **Qualifications** | Qualification in Mental Health, Child and Youth Worker, Social Service Worker, or an equivalent diploma;  | E |
| A further relevant degree qualification | D |
| Youth Mental Health First Aid trained | D |
| **Experience** | Experience of working directly with vulnerable young people in a whole family approach. | E |
| Experience of working within a collaborative multi-disciplinary team to deliver services to young people. | E |
| Experience of working with children and their families in out of school provision or in education setting  | E |
| Experience of working and liaising with a wide variety of agencies and stakeholders | E |
| Experience of working with children and their families in a healthcare setting | D |
| Experience of working with looked after children | D |
| Experience of working with other vulnerable groups | D |
| Experience of monitoring and recording outcome measures for children’s emotional wellbeing | D |
| **Knowledge** | Knowledge of educational environments | E |
| Knowledge of children and young people gained through academic study in child development, child wellbeing or mental health. | E |
| Highly developed knowledge of child and adult safeguarding | E |
| Knowledge of capacity and consent issues including Gillick competence | D |
| Knowledge of the functional operation of specialist CAMHS teams | D |
| **Skills/aptitude** | Ability to conduct mental health assessments of children and young people | D |
| Ability to work regular evenings and occasional weekend sessions on a regular basis and across the borough. | E |
| Ability to conduct other group therapeutic interventions with children and their families | D |
| Ability to conduct group parenting programmes | E |
| Ability to work within youth clubs to increase mental health awareness within the staff group | E |
| Ability to make an assessment of risk and to record and communicate it appropriately | E |
| Ability take appropriate action to mitigate or manage risk | E |
| Excellent time management and organisational skills | E |
| Able to travel to meet the requirements of the post | E |
|  | Proven commitment to continuous professional development. | D |