**Job description and Person Specification**

**Children and Young People Services**

Mind in Brent, Wandsworth & Westminster

2022

**JOB DESCRIPTION**

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| **Job Title:** | Infant Mental Health Worker |
| **Grade & Salary:** | £39,052 (PO3 SP 40) - Equivalent to NHS Band 6 (Inner London) |
| **Hours of work:** | Full time (37.5 hours a week) |
| **Line Management Reports:** | n/a |
| **Accountable to:** | MHST Clinical Lead |
| **Functional Responsibility:** | CYP Services (Central London MHST) |
| **Job Purpose:** | This is a training role within the Child and Young Persons Improving Access to Psychological Therapies Programme (CYP-IAPT). The post-holder will work within the BWW Mind providing interventions under supervision whilst undertaking a programme of training for this role. The training post will equip the post-holder to provide interventions for children aged 0-5 via parents/guardians using the core principles of CYP-IAPT practice along with an evidence based intervention consistent with the course they are attending. The post- holder will attend all taught and self-study days required by the education provider, as specified within the CYP-IAPT curriculum and work in the service for the remaining days of the week using their newly developed skills. The post-holder will work in the service for at least 2.5 – 3.0 days of the week using the newly developed skills whilst attending the training programme for the 2.0 - 2.5 days.  The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities. |
| **Based at:** | **Central London MHST (Westminster)** |

**Key Relationships**

* Children and their families
* CL MHST Supervisor and Clinical Leads
* CL MHST Practitioners
* Professionals in education settings including, Safeguarding leads, SENCos, Senior Mental Health Leads, Head Teachers and other relevant school links
* Multidisciplinary Colleagues in Westminster CAMHS and Early Help
* MHST colleagues, managers and administrative team
* Other professionals working with children and young people in social care, health, education and the third sector

**Job Summary**

The PG Dip CYP IAPT Therapy 0-5s is a ‘Recruit to Train’ course and as such, prospective students must apply for both a place on the course and for one of the corresponding jobs with the placement organisation at the same time.

This is a training position and so all candidates will need to apply for both the trainee role with BWW Mind and the UCL Post Graduate Diploma in Child and Young Person IAPT Therapy in order to be shortlisted (for more information about the course and minimum entry criteria, please see the course page: <https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/child-young-person-iapt-therapy-pg-dip>). **Please complete your university application using the UCL University Application Guidance supplied.**

As this is a training position, please be aware that this is a **dual** application process where you must be employed in a Recruit to Train funded job to also receive a place on the course, and vice-versa. If you are ineligible for the University Course, you will be unable to be offered the role. If you withdraw from an employment offer but you have accepted a university offer, you will be unable to join the course.

This role will be best suited for applicants that are able to balance a busy work and study schedule. You will be an employee at the service but also enrolled for 2 days a week on a Postgraduate Diploma course. As this is a Postgraduate level diploma, you will also be required to be able to study and write academic material at this level. Applicants must be prepared to study and write assignments outside of protected study time (such as on weekends and after work).

The course runs from January to December and not during the standard academic year cycle, so successful applicants will begin on the course in January 2022. The UCL applications portal is now open, so you are able to make a start on this part of your application.

The week is split 2.5 days pw for attending University, teaching and tutorials (either face to face or remote), and you would work in the CYP Team on the other 2.5 days per week. The course itself is a full-time over 1 calendar year and is fully funded by Health Education England so students are not liable for their fees.

* To make an application to the University access the following link: <https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/child-young-person-iapt-therapy-pg-dip>
* For practical help on how to apply please access the following link: <https://drive.google.com/file/d/17cvHC1djYarbXbPi14UvBNovpTppE5H1/view?usp=sharing>
* Contact: [cypiapttherapy@annafreud.org](mailto:cypiapttherapy@annafreud.org)
* Course brochure: <https://www.annafreud.org/media/12018/0-5s-brochure.pdf>

**Main Duties and Responsibilities**

1. Initiate and build working relationships with infants, children, parents, carers and families who are referred to the service from across the WCC

2. Work as part of the CYP team and the wider BWW Mind and LA services and key workers to offer interventions to this client group

3. You will be trained to deliver ViPP-SD (Video‐feedback Intervention to promote Positive Parenting and Sensitive Discipline) with parents and infants showing signs of attachment difficulties. This is the leading intervention for supporting parents to develop more attuned parenting in the context of difficulties in the parent-infant relationship.

VIPP will be used with parents of infants under 18 months and the adapted version, VIPP-SD, will be used with children.

4. You will be trained in one of the evidence based parenting courses to support the needs of parents of infants/children between the ages of 18 to 60 months. You will also be trained in individualising parenting work, enabling you to ‘personalise’ the delivery of an evidence-based intervention

5. In accordance with the training over the course of 2 years you will be expected to have worked with at least 8 families (4 children 0-1.5yrs, 4 children 1.5-5 yrs) on Fundamental Principles (Assessment) and 4 Families (at least 3 completed cases (6+ sessions) with at least one of cases with infant 0-1.5 years.) using ViPP-SD and completed a Group Parenting Programme Group (12 sessions run with another worker/ Individual parenting –3 cases with 1 case at >4 sessions)

6. You will be assessed through written case reports, keeping a log of your clinical practice and submitting recordings of your practice with written reflections based on these

7. Clinical supervision for at least 1.5 hours per month in the workplace and this will be with the MHST Clinical Lead/Supervisor who has specialist skills and knowledge in working with infant mental health.

8. At all times to ensure children, young people and families are made aware of key protocols such as the limits of confidentiality, complaints procedure, information sharing protocol and to ensure any special needs or requests for specific support are acknowledged and acted upon.

**Main Duties**

**CLINICAL**

* 1. Accept referrals via agreed protocols within the service.
  2. Assess and support children with a common mental health problem in the self-management of their recovery.
  3. Undertakes patient-centred interviews which identifies areas where the person wishes to see change and or recovery and makes an accurate assessment of risk to self and others.
  4. Provide a range of interventions using core principles of CYP-IAPT practice along with an evidence based intervention consistent with the training course they are doing.
  5. Involve family members and others in treatment as necessary.
  6. Adhere to an agreed activity contract relating to the overall number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient.
  7. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
  8. Complete all requirements relating to data collection within the service.
  9. Keep coherent records of all clinical activity in line with service protocols and use these records and clinical outcome data in clinical decision making.
  10. Work closely with other members of the team ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
  11. Assess and integrate issues surrounding education into the overall therapy process
  12. Operate at all times from an inclusive values base which promotes recovery and recognises and respects diversity.

**TRAINING AND SUPERVISION**

1. Attend and fulfil all the requirements of the training element of the post including practical, academic and practice based assessments.
2. Apply learning from the training programme in practice
3. Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
4. Receive supervision from educational providers in relation to course work to meet the required standards.
5. Respond to and implement supervision suggestions by supervisors in clinical practice.
6. Engage in and respond to personal development supervision to improve competences and clinical practice.
7. Engage in all requirements to use feedback and clinical outcomes tools
8. Engage in service user participation as appropriate

**PROFESSIONAL**

1. 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 department of health (e.g. NHS plan, National Service Framework, National Institute for Clinical Excellence).
2. Ensure that client confidentiality is protected at all times.
3. Be aware of and keep up to date with advances in the spheres of treatment for common mental health problems.
4. Ensure clear objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
5. Attend clinical/managerial supervision on a regular basis as agreed with Manager.
6. Participate in individual performance review and respond to agreed objectives.
7. Keep up to date all records in relation to Continuous Professional Development and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
8. Attend relevant conferences / workshops in line with identified professional objectives.

**GENERAL**

1. To contribute to the development of best practice within the service.
2. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to Mental Health and Primary Care Services.
3. All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients, and the general public.
4. All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with the Data Protection Act (1998) and Security and Confidentiality Policies.
5. It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

**Other duties:**

1. To act at all times in accordance within policies and procedures and to particularly abide by our policies and procedures on Safeguarding, Equality & Diversity and Health & Safety

2. To work collaboratively with our public, voluntary and private sector partners and stakeholders and to encourage joint-working practice when appropriate

3. To attend line management and staff meetings, reflective supervision, training sessions, the Organisational annual appraisal with the MHST

4. This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder in light of service development.

**PERSON SPECIFICATION**

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| **Element** | **Description** | **Essential/desirable** |
| **Qualifications** | Qualifications that demonstrate a capacity to complete academic work at postgraduate diploma level | E |
| Minimum second-class Bachelor’s Degree from a UK University or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology, social work etc).  **OR** Applicants who do not fulfil the academic criteria but with relevant professional experience are encouraged to apply and will be considered on a case-by-case basis. | D |
| A training in a mental-health related profession (e.g. psychology, nursing, health visiting; social-work, occupational therapy, speech and language therapy, special needs teaching, psychiatry, other psychotherapy, counselling). | D |
| **Knowledge & Experience** | Demonstrates an appreciation of the importance of a child's first five years of life on their development and mental well-being | E |
| Knowledge and understanding of issues relating to safeguarding children | E |
| Demonstrates an understanding of under 5s services in statutory & voluntary sectors (such as health visiting, family support, early help) and the need for a holistic approach | D |
| Demonstrates an appreciation of the range of  factors that can impact on an infant/young child's developmental and emotional well-being | D |
| Demonstrates knowledge of theory in relation to early child-development | D |
| 2 years professional experience working with the development and wellbeing of children, young people and/or their families | E |
| Experience of working with safeguarding issues, knowledge/understanding of issues related to safeguarding children | E |
| Experience of multi agency working and liaising across internal & external agencies | E |
| Experience of children aged 0-5 and their development in a personal, voluntary or observational capacity | E |
| Experience of working with children age 0-5 and their families such as family support team, preschool, nursery or under 5s | D |
| Experience of working within a professional setting concerned with the mental health, development and wellbeing of children age 0-5 | D |
| **Aptitude & Abilities** | Ability to communicate effectively and sensitively with young children and their carers | E |
| Ability to adapt communication style according to the varying needs of families | E |
| Ability to maintain a reflective stance in emotive/challenging interactions with children and their carers | E |
| Ability to use clinical supervision to reflect on practice | E |
| Ability to organise own time and diary | E |
| Ability to follow policy and make proposal for change | E |
| Ability to maintain accurate records | E |
| Capability to complete academic work at postgraduate diploma level, including IELTS or equivalent to the appropriate level for students with English as a foreign language (Level: GOOD) <https://www.ucl.ac.uk/prospective-students/graduate/english-language-requirements> | E |
| Ability to work on own initiative and as part of a team | E |
| Strong organisational skills and ability to use monitoring & evaluation measures | E |
| Ability to adopt an observational stance, particularly in relation to babies and very young children. | D |
| Understanding of evidence based practice and the ability to demonstrate how this influences clinical practice | D |
| **Disposition/Attitude/Motivation** | High level of enthusiasm and motivation | E |
| Excellent organisational and self-management skills | E |
| Ability to manage own caseload and time | E |
| Ability to use supervision and personal development positively and effectively | E |
| Able to work under pressure | E |
| Regard for others and respect for individual rights of autonomy and confidentiality | E |
| Ability to be self-reflective in own personal and professional development and in supervision | E |
| Able to travel between sites where children and young people may present (e.g. schools, NHS premises, home etc) | E |
| Ability and willingness to travel to locations throughout the organisation | D |
| Willingness to take an active part in developing the role of Senior EMHP within the organisation | D |
| Willingness to contribute to service development | D |
| **Specific Attributes** | Full, enhanced and current satisfactory DBS disclosure for the role. | E |

There may be a requirement to attend meetings and other activities outside of normal working hours.

Adopt and comply with strategy and regulatory requirements, organisational values, policies and procedures, including Health and Safety, Equality and Diversity,

No Job description can cover every issue which may arise within the job at various times and you will be expected to carry out other duties from time to time, which are broadly consistent with those description.

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