

Role Profile

Job Title:	BICS Senior Wellbeing Practitioner (SWP)
Location:	Child & Family Early Help Hub
Department:	BICS
Directorate:	Family Services
Grade:	Grade I
Salary Range:	£42,771 - £46,968
Reports to:	Clinical Manager

Job Purpose

- Working as a member of a multi-disciplinary clinical team in one of the three Child & Family Early Help Hubs in Barnet, the post holder will provide a range of CBT interventions to children and young people (CYP) presenting with a range of mental health difficulties.
- In discussion with the Clinical Manager, to work as the lead professional for cases where mental health issues are the primary reason for referral of the child or young person.
- Deliver evidence-based interventions for CYP in accordance with their qualifications, enhanced practice training, and level of experience.
- Attend the two-year SWP training with the Anna Freud Centre at either KCL or UCL and to work with these providers to ensure that relevant training is successfully completed.
- Work as a link practitioner in an agreed number of Barnet schools.
- Gain experience of providing clinical supervision.
- Take on consultative responsibility in liaising with GPs, schools and their Senior Mental Health Leads, as well as supporting strong working relationships with these agencies in the Borough.

Key accountabilities

Clinical Responsibilities:

- Work as a lead professional on cases where the identified issue in the referred CYP is a mental health difficulty.
- Assess and deliver outcome focused, evidence-based interventions in educational/community settings for CYP experiencing mild to moderate mental health difficulties, working at all times in collaboration with the setting in which the post-holder is deployed.
- Work in partnership with CYP, their parents/carers, families and networks to develop intervention plans with agreed outcomes.
- Support the participation and engagement of CYP, their parents/carers and families and their networks to make positive changes for themselves and to shape the service for future service-users.
- Support CYP who present with more severe mental health issues to access specialist mental health services
- Work as a link practitioner in an agreed number of Barnet schools.
- Support and facilitate staff in school/community settings to identify and, where appropriate, address issues related to mental health and wellbeing
- Use the acquired skills, knowledge and abilities to deliver a service based within school/community settings that builds on and reinforces but does not replace those initiatives that already exist within these environments.
- Operate always from an inclusive values base, which recognises and respects diversity.
- Undertake and record assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the setting and local Safeguarding Board guidance.
- Adhere to all regulations, processes and procedures within the service to which the postholder is attached within the setting where the post-holder working 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
- Through case management, supervision and any other relevant local pathway, escalate cases where the level of need or risk is beyond the scope of practice of the postholder.

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- Provide a range of information and support for evidence based psychological treatments, primarily guided self-help and CBT informed interventions.
- Practice, evidence and demonstrate an ability to manage one's own caseload in conjunction with the requirements of the team.
- Attend multi-disciplinary and multi-agency meetings relating to referrals or children and young people in treatment, where appropriate.
- Keep clear, professionally coherent records of all activity in line with both health and education 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.
- Contribute to the development of individual or group clinical 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.

Operational

- Work closely with BICS and Child & Family Early Help senior leaders to develop and implement the proposed "Team around the School" approach.

Training and Supervision:

- Continue to apply learning gained on training directly to practice.
- Prepare and present case load information to BICS supervisors on an agreed and scheduled basis to ensure safe practice and to meet clinical governance obligations of SWP trainees, and the BICS service.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competences and practice.
- Take opportunities to disseminate training, research, and service evaluation findings in appropriate formats through agreed channels.
- Develop supervisory skills through training, shadowing and co-delivery/delivery of supervision
- In discussion with their line manager and clinical supervisor, take opportunities for developing skills through training, shadowing and self-learning to deliver interventions drawing on new modalities.

Professional:

- Ensure the maintenance of standards of own professional practice according to postholder's employer.
- Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
- Ensure that confidentiality is always protected.
- Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact within the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
- 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 the requirements of the post and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant educational opportunities in line with identified professional objectives.

Communications and Working Relationships:

- Communicating professionally and appropriately both verbally and in writing with service users and carers
- Develop effective professional relationships and work with key stakeholders including: Senior Mental Health Lead in education settings; Voluntary and Community Social Enterprises; school setting staff, pupils and parent groups; local CAMHS providers; Barnet Council's Family Services

Flexibility:

- This job description is intended as an outline indicator of general and specific areas of activity and will be amended in light of the changing needs of the organisation. To be reviewed in conjunction with the post holder as necessary and on a regular basis.
- In order to deliver the service effectively, a degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above.
- The post holder may be asked to work outside of normal working hours and/or at locations that differ from the primary place of work. Such duties, however, will fall within the scope of the post, at the appropriate grade.

- This Job Description is not meant as an exhaustive description of all aspects of your role as duties will vary according to the needs of the service. All such variations will be by reasonable request and agreement with your line manager and will be commensurate with the status and grading of the post.

Continuous Improvement:

- Staff employed by the Council are expected to play an active role in development and improving services to the benefit of service users.
- All employees are required to participate in the annual Personal Development Review activities and any associated training and/or learning opportunities.
- Those with supervisory responsibility are required to follow agreed BICS and LBB policies in respect of provided supervision.

Health and Safety:

- All staff have a responsibility to maintain health and safety of self and others within the performance of duties in accordance with the organisation's health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the organisation's Risk Management Policies & Procedures.
- All staff are required to contribute to the control of risk, and must report immediately any incident, accident or near miss involving service users, carers, staff, contractors or members of the public using the organisation's designated system.
- This role may, at times, involve working with children and young people who are experiencing high levels of distress and who may pose a risk of harm to themselves or others. In consultation with supervisors and senior managers, the postholder is expected to manage risk in accordance with the organisation's established policies and procedures, seeking supervision and support from supervisors and senior managers.

The Council's Commitment to Equality:

- Deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.
- This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

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Safeguarding:

- Barnet is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

Promotion of Corporate Values:

To ensure that service user care is maintained to the agreed standards according to the council's values. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

To ensure the appropriate level of confidentiality is maintained in all aspects of work

Record Keeping and Confidentiality:

- All staff who contribute to the care records of children, their families and significant others involved in their care are expected to be familiar with and adhere to the Council's Standards of Record keeping. Care records are subject to regular audit.
- All staff who have access to care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Council's Code of Confidentiality.

Systems and IT Skills Requirements:

- Staff need to have the essential IT skills in order to use the Clinical Information Systems and other IT systems in place as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training to be provided.

All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

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This role is subject to an enhanced DBS Check.

PERSON SPECIFICATION

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Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
HEE accredited EMHP PG Diploma or CWP PG Certificate/Diploma and associated professional registration with either the BABCP or BPS.	Essential	Application/Interview
Enrolment in, and subsequent completion of, the SWP training course.	Essential	Application/Interview
Undergraduate degree in psychology / psychology conversion course or alternative relevant undergraduate degree and / or eligible for Graduate Basis for membership with the British Psychological Society.	Essential	Application
Experience & Knowledge		
Following successful completion of EMHP/CWP qualification, evidence of at least one years' experience in an EMHP or CWP role working with children and young people with mild to moderate mental health conditions particularly related to anxiety, low mood and behaviour.	Essential	Application/Interview
Substantive experience of working in relevant settings post-completion of EMHP/CWP training	Desirable	Application/Interview
Ability to manage and prioritise own caseload and time effectively.	Essential	Interview

Demonstrates high standards in written communication. Able to write clear reports and letters	Essential	Application
Worked in a service where agreed targets are in place demonstrating clinical outcomes	Desirable	Interview
Demonstrates an understanding of anxiety, low mood and behavioural difficulties and how they may present in children and young people -	Essential	Interview
Demonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this post	Essential	Interview
Skill & Ability		
Good working knowledge of evidence-based interventions for children and young people.	Essential	Interview
Computer literate	Essential	Application/Interview
Excellent verbal and written communication skills, including telephone skills	Essential	Application/Interview
Able to develop good therapeutic relationships with clients	Essential	Interview
Ability and willingness to travel to locations throughout the Borough	Essential	Interview
Fluent in languages other than English	Desirable	Application/Interview
Values & Behaviours		
Caring		
High level of enthusiasm and motivation.	Essential	Interview
Advanced communication skills	Essential	Interview
Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload	Essential	Application/Interview
Learning to Improve		
Ability to use clinical supervision and personal development positively and effectively	Essential	Application/Interview

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Ability to work under pressure	Essential	Interview
Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision	Essential	Interview
Inclusive		
Regard for others and respect for individual rights of autonomy and confidentiality	Essential	Interview
Collaborative		
Ability to work within a team and foster good working relationships	Essential	Reference