



# **Application Pack**

## **Children's Wellbeing Practitioner Trainee**

### **CYP IAPT Recruit to Train**



Dear Applicant,

**Re: Children's Wellbeing Practitioner Trainee**

Thank you for your interest in working for The Junction. Within the application pack you will find a Job Description, Person Specification, Equal Opportunities Monitoring Form and application form.

The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self-belief, a sense of family and belonging. When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria.

Due to a number of positive developments within our Children and Young People's Mental Health and Emotional Wellbeing Service and success of CYP IAPT in other services we are seeking a number of Children's Wellbeing Practitioner Trainee's offering an exciting opportunity to candidates with the right skills and expertise to expand and develop skills and qualifications.

The Children and Young People's Improving Access to Psychological Therapies Programme (CYP IAPT) is a service transformation programme delivered by Health Education England and partners which aims to improve existing children and young people's mental health services working in the community.

The post available is a training role within The Junction's Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT). The post holder will work under supervision within The Junction, as part of a multi-disciplinary team, to deliver high-quality, brief outcome focused evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties. The training and service experience will equip the post holder with the necessary, knowledge and capabilities to carry out their duties effectively within a well-respected and value driven organisation.

As part of the requirement of the post you will be required to successfully complete Northumbria University Newcastle's Postgraduate Certificate in Low Intensity Psychological Therapies (CAMHS) which is a Masters level programme aimed at transforming students into Child Wellbeing Practitioners. The post holder will attend all university based taught and self-study days required by the education provider and work in service for the remaining days of the week using their newly developed skills. The post holder will be flexible in meeting the needs of the service by carrying out clinical work across the Tees Valley areas as the service requires.

If you would like to discuss the requirements of the post or have any questions about the role please contact **Sara Mirsalehi** on **01642 756000** or via email at [Sara.mirsalehi@thejunctionfoundation.com](mailto:Sara.mirsalehi@thejunctionfoundation.com)

Once you have completed your application please return to:  
[recruitment@thejunctionfoundation.com](mailto:recruitment@thejunctionfoundation.com)



Or alternatively post to The Junction, Westfield Farm, The Green, Dormanstown, Redcar, TS10 5NA, please ensure your envelope is marked PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications **is noon on 27/11/2023**. However, this post may close early if sufficient applications are received.

**Interviews will take place on the week of 11<sup>th</sup> December.**

The post is subject to relevant safeguarding checks which include a satisfactory Disclosure and Barring Service check.

We look forward to receiving your application.

Yours faithfully,

Beth Major  
Chief Executive Officer



## The Junction Foundation Expectations and Job Description –

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

### Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

### Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

Values	Key Principles
We listen	Children and Young People are at the heart of everything we do
We genuinely care	
We don't judge	Our workers are the key to building strong, positive relationships  Working in partnership to make change happen
We empower	

### Working within The Junction's policy environment

All staff and volunteers within The Junction are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.

### Personal Development



All staff are expected to make a commitment to their own personal development, partaking in personal development opportunities and undertaking training, supervision and appraisal as required and to support the personal development of others, particularly apprentices.

**Job Title: Children's Wellbeing Practitioner Trainee (CYP IAPT)- 2 posts**

**Trainee Salary:** £23,949 BAND 4 Agenda for Change

**Hours:** 37.5 hours per week

**Contract:** initially 2 years subject to successful completion of course requirements and funding

**Responsible to:** IAPT Lead

**Accountable to:** Children and Young People's Mental Health and Emotional Wellbeing Service Manager

### **JOB PURPOSE:**

The purpose of the role will be to work as part of a multi-disciplinary team within our Children and Young People's Mental Health Service to offer high quality, brief outcome focused evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties (anxiety, low mood and depression) with supervision and support.

To support vulnerable and disadvantaged children and young people with emotional and mental ill health to rise above life's challenges, build resilience, achieve positive and sustainable outcomes.

The post holder will be required to train in the relevant IAPT qualification, complete the course within the given timescales and have the necessary knowledge and capabilities to operate effectively in an inclusive, value driven service.

The post holder will attend all university based taught and self-study days required by the education provider and work in service for the remaining days of the week using their newly developed skills.

The post holder will be flexible in meeting the needs of the service by carrying out clinical work across the South Tees areas as the service requires.

**SUPPORT:** Support will be provided by the IAPT Lead/ Service Manager who will carry out line management responsibilities and regular clinical and case management supervision will be arranged with suitably qualified practitioners.



## **PRINCIPAL DUTIES AND RESPONSIBLES:**

### **Working with children, young people and their families**

1. To work to provide community based and school based one to one and group support for vulnerable and disadvantaged children and young people aged 5-18 and their parents who have emotional well-being difficulties and mental ill health.
2. Conduct person centred assessments, to determine the best course of treatment for individuals, with the support and guidance of experienced supervisors, identifying areas the person wishes to see change and make an accurate assessment of risk to self and others
3. To work with families involved with social care liaising closely with social workers and other professionals working across children, young people and family services.
4. To provide high volume, low intensity evidence based psychological interventions, psychoeducation and guided self-help within professional guidelines.
5. To make decisions on the suitability of referrals in consultation with experienced practitioners, and support the wider team to do so, and refer unsuitable young people on to the relevant service or back to the referral agent as necessary and ensure children and young people receive a service that meets their needs.
6. To support management of waiting lists playing an active role in prioritization, assessment and signposting.
7. To select a range of appropriate therapeutic interventions for children, young people and families experiencing mild to moderate mental health difficulties and delivered in collaboration with the child, young person and family.
8. Educate and involve family members and other in work as necessary.
9. Attend multi-disciplinary meetings relating to children and young people where appropriate.
10. Assess and integrate any issues surrounding school into the overall process.
11. Keep records of clinical activity, collect routine outcome measures and children, young people and families evaluations. Contribute to the collation and analysis of this data.
12. To explore and evaluate clinical treatment using evaluation tools, contributing to evidence based practice.
13. Accept referrals via agreed protocols within the team and follow discharge protocols.
14. Personally and as a team work in a young person centred approach to empower young people, to achieve sustainable positive change.
15. Work where required with guidance and whilst maintaining confidentiality with the whole family.
16. Establish and maintain positive relationships with young people, their families, external stakeholders and the wider community.
17. Raising awareness of the needs of vulnerable children, young people and their families with stakeholders and the wider community.
18. Demonstrate an active commitment to making a positive difference to the lives of children, young people and their families.



19. To ensure children, young people and families have a voice both in relation to their own support and wider service and organisational developments to ensure continuous improvement in experience.
20. Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up-to-date with new recommendations/guidelines set by relevant organisations.

### **Working in Teams**

1. Work as part of The Junction's team(s) to provide a flexible and effective service for vulnerable children, young people and their families to achieve positive outcomes in line with organisational and the project objectives.
2. Create and maintain effective working relationships with Headteachers, Deputy Heads, SENCO's, Pastoral Teams, mental health champions and wider teaching staff by providing advice and consultative support on emotional and mental health issues, and in relation to appropriate referral pathways for children, young people and families experiencing moderate to severe mental health difficulties.
3. Work collaboratively with all colleagues and partner agencies, including attending and reporting to relevant external meetings as directed including safeguarding, child protection and others as required.
4. Take a collaborative team approach both in relation to managing workloads and supporting colleagues, including the support of volunteers and placements.
5. Ensuring that information about the role of The Junction and its projects is publicised and promoted.
6. Work as part of The Junctions Team(s) to contribute to its strategic and organisational development including sharing experience, knowledge and where appropriate providing training and guidance.
7. To contribute to the day to day administration & running of The Junctions Projects & services.
8. Undertake other duties and responsibilities as required from time to time commensurate with the post.

### **Working within the Junctions policy environment**

1. Demonstrate a commitment which promotes and values diversity and the equality of opportunity in relation to employees, workers, service users and the wider community, challenge the use of all discriminatory language and practice and positively encourage all staff, volunteers, partners, young people and volunteers to adopt non-discriminatory practice.
2. Undertake all work in accordance with The Junctions policies and practice including but not withstanding Health and Safety, Risk Management
3. Achieve that the highest standards of customer care are met at all times
4. Positively promote the welfare of children, young people and vulnerable adults and ensure that it is recognised that safeguarding is everyone's responsibility.



5. Work and adhere to The Junctions values at all times.

## Personal Development

1. Attend the Children's Wellbeing Practitioner Training programme and successfully complete the academic and clinical requirements of this course and report any difficulty in meeting course requirements to The Junction as your employer.
2. Attend arranged clinical/ managerial supervision on a regular basis with a designated appropriate person to meet required standards. To be proactive around discussing any issues with external supervision and to highlight any potential issues to Line Management within The Junction as the first port of call.
3. Prepare and present caseload information to supervisors and case managers within the service on an agreed and scheduled basis, in order to ensure safe practice and governance, supervisor and service are delivered.
4. Be aware of, and keep up to date with advances in the field of treatment for common mental health problems.
5. Participate in an annual appraisal and respond to agreed actions and where appropriate conduct them with team members.
6. Be committed to your own personal development partaking in personal development opportunities and undertaking training, supervision and appraisal as required
7. Support the development and training of colleagues by sharing experience, providing training and learning experiences

Person Specification JOB TITLE	Essen tial	Desirable	Proposed Selection Method
<b>Qualifications and Training</b>			
Hold a good honours degree relevant to the programme	X		A/I
OR an extraordinary level of clinical experience and a level 5 qualification	X		A/I
Able to attend the formal training as required	X		A/I
Able to integrate training into practice	X		A/I
Holds a recognised membership of a relevant professional body (ie BACP/BABCP/BAAT/UKCP/BPS)		X	A/I
Demonstrable experience of appropriate Safeguarding training	X		A/I
Ability and willingness to undertake further training and development as required within Job Description	X		A
Demonstrable commitment to personal development	X		A





<b>Knowledge, Skills and Abilities</b>			
Evidence of supporting children and young people with mental health difficulties	X		A / I / R
Demonstrates an understanding for the need to use evidence-based psychological therapies and how it relates to this post	X		A/I
Experience of working in a service where agreed targets are in place demonstrating outcomes.	X		I
Recent experience of working with a range of agencies to support vulnerable young people		X	I
Demonstrates an understanding of children and young people's mental health and how it may present	X		A/I
Demonstrate high standards of written communication	X		A/I
Experience of working in mental health or related services	X		A/I/R
Ability to manage own caseload and time	X		I/R
Knowledge of issues and challenges that vulnerable children and young people face	X		I
Excellent people skills-Ability to engage, build strong relationships with children and young people to build trust, motivate and empower them to meet agreed goals and outcomes	X		I
Good organisational skills and the ability to prioritise workloads to meet the needs of children, young people and their families	X		I
Able to act on identified risk while working with vulnerable children and young people	X		A/I
Understanding and experience of the need to have and work to appropriate professional boundaries	X		A/I
Effective communication skills, both verbal and written and ability to understand and respond to requirements of different audiences		X	A/I



Excellent case recording, report writing and case presentation skills	X		A/I
Excellent IT skills – including competency in using Microsoft word and experience in using data base systems to record sessions and notes		X	A/I
<b>Work Related Circumstance</b>			
Willingness to work flexible hours including some evening and weekend activities.	X		A
Prepared to work in a non-smoking environment	X		A
Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals	X		A
Vehicle licence and access to a vehicle or prepared to achieve within an agreed period, ability to travel as per the demands of the role	X		A
<b>Equal opportunities, Diversity and organisational values</b>			
Commitment to pursue Equal Opportunity and Non Discriminatory practices.	X		A/I
<b>Personal qualities</b>			
Empathy and understanding of the needs of the client group	X		I
Personal resilience	X		A
Friendly and welcoming	X		I
Ability to work in a developing service and embrace change	X		I
Energy and Commitment	X		I
Understanding of and Commitment to The Junctions core values	X		I