

**JOB DESCRIPTION**

**Post Title:**  Children and Young Persons – IAPT Trainee post

Postgraduate Diploma in Evidence – Based Psychological therapy (CBT)

**Responsible to:** Children and Young Peoples ServiceManager

**Hours:**  36.5hrs

**Salary:**  £23,500.

**Disclosure** This position is subject to a 26-week probationary period, satisfactory references, A Time 4 You Psychological Services CIC policies on Safeguarding of Children and Young People and Vulnerable Adults and an enhanced CRB check and subsequent re-checks.

**Job Purpose**

This is a training role within the Child and Young Persons Improving Access To Psychological Therapies Program (CYP-IAPT). The post-holder will work within the Children and Young Peoples Service at A Time 4 You Psychological Services CIC providing interventions whilst undertaking a program of training for this role. This intensive training post will equip the post holder to provide interventions based on CYP-IAPT care principles and an evidence-based intervention consistent with their training course. The post- holder will work in the service for at least 1.5 days of the week using the newly developed skills whilst attending the training program at Northumbria University for the 2.5 days a week.

The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.

**Main Duties and Responsibilities**

1. **CLINICAL**

* 1. Accept referrals via agreed protocols within the service

* 1. Assess clients for suitability for the treatment for which training is provided.
	2. Make decisions on suitability of new referrals, adhering to the services referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.

* 1. Formulate, implement and evaluate therapy programs for clients.
	2. Involve family members and others in treatment as necessary, conveying therapy formulations with sensitivity in easily understood language.

* 1. Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week to minimize waiting times and ensure treatment delivery remains accessible and convenient.

* 1. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.

* 1. Complete all requirements relating to data collection within the service.
	2. Keep coherent records of all clinical activity in line with service protocols

* 1. 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.

* 1. Assess and integrate issues surrounding work and employment into the overall therapy process

1. **TRAINING AND SUPERVISION**

* 1. Attend and fulfil all the requirements of the training element of the post.
	2. Apply learning from the training program in practice

* 1. Receive supervision from educational providers in relation to course work to meet the required standards.

1. **PROFESSIONAL**

* 1. Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g., BACP)

* 1. Ensure that client confidentiality is always protected.

* 1. Be aware of, and keep up to date with advances in the spheres of CBT

* 1. Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.

* 1. Attend clinical/managerial supervision on a regular basis as agreed with Manager.

* 1. Participate in individual performance review and respond to agreed objectives.

* 1. 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.

* 1. Attend relevant conferences / workshops in line with identified professional objectives.

1. **GENERAL**

* 1. To contribute to the development of best practice within the service.

* 1. To maintain up-to-date knowledge of legislation, national and local policies and procedures in relation to children’s mental health and social care needs.
	2. 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.

* 1. 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.

* 1. 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.

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

Personal Specification

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|  | Essential | **Desirable** |
| **Qualification** | A recorded /registered qualification in one of the following at graduate level in nursing, social work, occupational therapy, arts therapy or within the psychological therapy. **OR** Evidence of meeting the Knowledge Skills and Attitude requirements of BACP.  | Experience working in a mental health service with children and young people |
| **Experience** | Demonstrable experience of working in mental health service/sAbility to meet agreed/specified service targetsAbility to manage own caseload and timeDemonstrates high standards in written communication Able to write clear reports and letters to referrers  | Worked in a service where agreed targets in place demonstrating clinical outcomes Lived experience of a mental health difficulty (self, family) |
| **Skills & Competencies**  | Able to evaluate and pit in place the effect of trainingNeeds assessmentRisk assessmentUnderstanding of Safeguarding Policies and ProceduresExcellent verbal and written communication skills, including telephone skills Able to develop good therapeutic relationships with clientsComputer literate  |  |
| **Knowledge**  | Demonstrates an understanding of emotional wellbeing and mental health in children and young peopleDemonstrates a knowledge of the issues surrounding children and young people and the impact it can have on their mental healthDemonstrates an understanding for the need to use evidence based psychological therapies and how it relates to this postDemonstrates understanding of the use of service users’ participation and feedback and clinical outcome tools in practice  |  |
| **Training**  | Able to attend 2.5 days a week course plus clinical requirementAble to complete academic components of the course Able to integrate training into practice  |  |
| **Other Requirements** | High level of enthusiasm and motivation  Advanced communication skills Ability to work within a team and foster good working relationshipsAbility to use clinical supervision and personal development positively and effectivelyAbility to work under pressure Regard for others and respect for individual rights of autonomy and confidentiality Ability to be self-reflective, whilst working with service users, in own personal and professional development and in supervision. |  |