Emotional Wellbeing Practitioner

Children and Young People’s Mental Health Service.

A message from our CEO, Allan Myatt



Dear Applicant,

Thank you for your interest in the post of Emotional Wellbeing Practitioner, Children and Young People’s Mental Health Service.

As an organisation, Ormiston Families has agreed that our strategy for the next 3 years is to enable children, young people and their families to feel safer, healthier and more resilient. We also recognise that we need to build the resilience of the organisation, so we are fit to meet the challenges ahead.

Over the next few months we will continue to develop the strategy identifying key objectives for the next 3 years and making necessary organisational and operational changes to enable us to deliver the strategy in the new financial year. We see the recruitment of this post as critical in helping us achieve these objectives.

I wish you the best of luck with your application.

Best regards,



Allan Myatt

Our vision

Safe, healthy, resilient families

Our mission

Enabling families in the east of England to build resilience and make choices to improve the life chances of their children

Our values

Collaborative

* Working together with families
* Building partnerships, communities and networks to support families
* Valuing each other to achieve results and improve everything we do

Compassionate

* Listening, so we can understand
* Treating people with respect
* Enabling, recognising and reinforcing achievements

Effective

* Evidencing the impact of our work with families
* Prevention and early intervention being at the heart of our work
* Building resilience to cope and recover from adversity

Ormiston Families is one of the leading charities working with children, young people and families in the East of England. We take early and preventative action to support families to be safe, healthy and resilient. All our services help people to build stronger networks, learn from experience and feel in control of their own wellbeing. We can only achieve this with the people who choose to work for us.

About our Norfolk Children & Young People’s Mental Health Service

Supporting the mental health of children and young people in Norfolk, we are part of Alliance with Norfolk and Suffolk Foundation Trust and Mancroft Advice Project (MAP) and the Norfolk and Waveney Clinical Commissioning Group.

The service works alongside a range of other services for children and young people including, but not limited to Tier 3 CAMHS (NSFT), Social Care (including Social Work, Early Help and Education), Community Paediatrics, Voluntary Providers and universal settings. We aim to improve the emotional wellbeing and mental health outcomes for Children and Young People age 0-25 years, including unborns. This is by providing evidence informed targeted mental health interventions and pathways of care where there is a mild to moderate mental health presentation.

When describing mental health difficulties these are often talked about in terms of the severity and frequency of the presentation. The term ‘mild to moderate’ are the most common terms used to describe the different levels of mental health difficulties. The National Institute for Health and Care Excellence (NICE 2011) defines these as:

* A mild mental health problem is when a person has a small number of symptoms that have a limited effect on their daily life.
* A moderate mental health problem is when a person has more symptoms that can make their daily life much more difficult than usual.
* A severe mental health problem is when a person has many symptoms that can make their daily life extremely difficult.

Job Description

Job Title: Emotional Wellbeing Practitioner  
Service: Norfolk Children & Young People’s Mental Health Service  
Location: Norwich Hub

Job purpose:

To work as part of the Advice & Access team to be the initial point of contact for children young people and families requesting support from the service. You will undertake initial information gathering and provide self-help advice and techniques and one-off evidence-based interventions for children with mild-moderate mental health issues. This is mainly a telephone-based role with occasional face to face intervention.

Main Duties and Responsibilities:

* Undertake initial discussions about presenting mental health concerns with children and caregivers and engage in collaborative treatment planning
* Work in partnership to support children and young people experiencing mild to moderate mental health difficulties and their parents/carers, families and educators in the self-management of presenting difficulties through providing individualised advice.
* Gather information to ascertain risk and determine eligibility for Point 1 service in accordance with service criteria.
* Assess risk and manage through appropriate safety planning. Ensuring risk of harm is appropriately reported in line with service procedures.
* Undertake safeguarding consultations with support from management in accordance with Ormiston Families policies procedures.
* Deliver one off evidence-based interventions for children and young people with mild to moderate mental health problems
* Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
* Operate at all times from an inclusive values base, which recognises and respects diversity.
* Co-facilitate, as appropriate and required, the delivery of a range of evidence-based parenting programmes.
* Prepare written reports and referrals to include identified needs, presenting issues, intervention offered, outcomes, and recommendations.
* Keep accurate and timely records according to service procedures.
* Provide advice, guidance and signposting to children, young people, parents and caregivers and professionals.
* Contribute to the continuous development of the service through case management and supervision.
* Practice, evidence and demonstrate an ability to manage one’s own caseload in conjunction with the requirements of the team.
* Identify and report safeguarding concerns in line with service procedures and escalate cases where the level of need or risk is beyond the scope of practice of the postholder.
* Represent and promote the interests of children and vulnerable young people to maintain awareness of their needs amongst those delivering, planning, determining and implementing relevant services.
* Maintain up-to-date knowledge of the wider social environment and update resources to inform the work undertaken.
* Undertake ongoing professional development and disseminate research and service evaluation findings in appropriate formats through agreed channels to colleagues.
* Work within Ormiston’s mission and values and all policies and procedures, including Safeguarding, Equality and Diversity, Participation, Quality and Health and Safety. Comply with relevant external standards and Quality Marks.
* Carry out any additional appropriate duties as instructed by the service manager.
* Travel to work at other Ormiston Families’ sites and clinic venues in the county as and when required.

Person Specification

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| Qualifications: | |
| Essential | Desirable |
| NVQ Level 3 Diploma or equivalent in mental health or relevant subject. |  |
| Experience: | |
| Essential | Desirable |
| Significant relevant experience (a minimum of 2 years) of working with children, young people and families. | Knowledge of specialist CAMHS teams.  Trained in the delivery accredited parenting programmes, e.g. Triple-P, Solihull or similar. |
| Clinical Abilities/Knowledge/Skills: | |
| Essential | Desirable |
| * A1: Knowledge of development in children / young people and of family development and transitions |  |
| * A2: Knowledge and understanding of mental health presentations in children, young people and adults | * E: Knowledge of specific interventions for a range of common problem presentations (including disruptive behaviour disorders, conduct disorder, depressive conditions, anxiety and trauma, autistic spectrum disorders, and / or challenging behaviour). |
| * A3: Knowledge of professional and legal issues relevant to working with children and young people |  |
| * A4: Knowledge of, and ability to operate within, professional and ethical guidelines |  |
| * A5: Knowledge of, and ability to work with, issues of confidentiality, consent and capacity |  |
| * A6: Ability to work within and across agencies |  |
| * A7: Ability to recognise and respond to concerns about child protection |  |
| * A8: Ability to work with difference (‘cultural competence’) |  |
| * A9: Ability to engage and work with families, parents and carers | * E1b: Experience of the delivery of evidence-based parenting programmes |
| * A10: Ability to engage and communicate with children/young people of differing ages, developmental level and background |  |
| * B1: Knowledge of models of intervention and their employment in practice |  |
| * B2: Ability to foster and maintain a good therapeutic alliance with families and understand the perspectives or ‘world view’ of its members |  |
| * B3: Ability to manage the emotional content of sessions |  |
| * B4: Ability to manage endings and service transitions |  |
| * B5: Ability to work with groups of children / young people and/or parents/carers |  |
| * B6: Ability to make use of measures, including monitoring or outcomes |  |
| * B7: Ability to make use of supervision |  |
| * C1: Ability to undertake a comprehensive assessment |  |
| * C2: Knowledge of the risk assessment and management processes |  |
| * C3: Ability to assess the child’s functioning within multiple systems |  |
| * C4: Ability to formulate |  |
| * C5: Ability to feedback the results of assessment and agree a treatment plan |  |
| * C6: Ability to undertake a single session assessment of service appropriateness |  |
| * C7: Ability to co-ordinate casework across different agencies and/or individuals |  |
| * D1: Ability to identify when it is appropriate for self-help materials to be employed |  |
| * D2: Knowledge of health promotion applicable to daily practice with children, young people and families |  |
| * Unassigned: Ability to use Microsoft Office applications |  |
| * Unassigned: Willingness and ability to travel independently across Norfolk to meet the requirements of the post. |  |