Text

Description automatically generated

**Qualified Children’s Wellbeing Practitioner**

**Supporting Smiles**

A person smiling for the camera

Description automatically generated with medium confidence **A message from our CEO, Allan Myatt**

Dear Applicant,

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

Over the last four years, the strategic plans we set in 2019 successfully guided us through a particularly challenging period around the world. Within this time, we have strengthened our infrastructure, said goodbye to some services and welcomed and substantially grown others. We have adopted a new brand identity, giving us a much fresher and more optimistic outlook. We have also invested in our most important asset, our staff, and begun to apply our values across every area of our work. In short, we are now a safer, healthier, and more resilient organisation which has enabled more children, young people, and families to feel safer, healthier, and more resilient too.

In June last year, we began the process of looking forward to set out a plan for the next three years. We looked at what had been working well and what more needs to be done to improve our quality and reach within the East of England. The enclosed strategic plan for 2022 – 25 is now well underway and we see the recruitment of this post as critical in helping us achieve our objectives.

I wish you the best of luck with your application.

Best regards,

A picture containing text

Description automatically generated

Allan Myatt

**Who Are Ormiston Families?**

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 Service**

Ormiston Families is passionate about offering effective early intervention to young people and families. We are excited about this next phase of development in the Children’s Wellbeing Practitioner pathway and hold a clear vision on our aim to offer accessible, timely and evidence based CWP interventions to the young people and families in Norfolk and Waveney.

**About the role**

This role is an exciting opportunity to take the next step in your career and utilise your low intensity CBT skills and knowledge to support young people and families across Norfolk and Waveney. The post holder will work within a supportive and passionate team of trainee, qualified and senior Children’s Wellbeing Practitioners. These roles offer a fantastic opportunity to qualified CWP or EMHPs to deliver 1:1 and group support to young people and families both online and face to face.

The CWP Pathway across Norfolk and Waveney is undergoing an exciting phase of development which is focused on providing high quality, evidence based LI-CBT to young people and families. We’re passionate about working collaboratively with our CWP team within the development of the CWP pathway and are committed to supporting our colleagues within their roles. This clinically focused role is a fantastic opportunity to further develop your therapeutic skills within a service that clearly holds quality of care, staff wellbeing and innovation in its vision.

**About you**

As the post holder you will hold a passion for excellence in your clinical role and have experience of working with young people presenting with a range of mental health difficulties and challenging behaviour. You will have previous experience of delivering low intensity CBT-informed interventions and, ideally, wider experience of supporting young people and families.

The post-holder will work within a CYP mental health pathway delivering, under supervision, high-quality brief outcome focused evidence-based interventions and guided self-help for children and young people experiencing mild to moderate mental health difficulties. The successful candidates will be keen to further develop their clinical skills and knowledge of early intervention and working with young people with additional needs.

The successful candidates will join the service at an exciting time of development and will bring with them a passion to support the development of our therapeutic support to young people and families across Norfolk and Waveney.

This post is full time, 37.5 hours per week, with a salary of £27,666 - £33,678 per annum, depending on qualifications and experience.

**Safer Recruitment**

**Application Process / Post Requirement**

You must demonstrate that you meet the competencies; experience, knowledge, skills, and qualifications, that are required for this role (see Job Description below).

You must complete and submit an online application form (via the ‘Work with Us’ section of our website) detailing in the personal statement section, how you meet the criteria.

**Rights to Work in the UK** (RTW) (in person or remote)

The Recruiting Manager will need to see the original documents providing proof of your right to work in the UK.

* UK Passport / Full UK Birth Certificate / Drivers Licence / Utilities Bill   
  (proof of address)
* EUSS Permanent Status or Pre-Status Share Code
* Current EU/EAA/Swiss Citizen Passport
* EU/EAA/Swiss Citizen Visa
* Home Office Certificate
* If the interview is held in person, we will verify hard copy documents which you will need to bring with you to the interview.
* If the interview is held remotely, you will need to email copies of your RTW documents to the Recruiting Manager before the interview. At the remote interview [Teams, Skype, Zoom] you will need to have the original hard copy documents available so the relevant checks can be undertaken.

**Safeguarding and DBS Requirements for Your Role**

Ormiston Families is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment. DBS checks or police vetting will be required for relevant posts.

**Disclosure and Barring Service (DBS) Checks:**

As this position meets the definition of regulated activity under the Protection of Freedom Act 2012, appointments to this post will be subject to an enhanced DBS check with barred list check.

* Employment can commence once the check has been satisfactorily completed.
* If you have a conviction on your DBS check, an assessment of the relevance and impact of the conviction in relation to the post will be done to determine if the job offer can be confirmed.
* It is a serious criminal offence to knowingly apply for posts when you have been barred from working with children/young people and/or vulnerable adults.
* Additional questions for roles working with children, young people, or vulnerable adults to be explored at interview.
* As this post involves working either with children and young people or vulnerable adults Warner or Safer Care motivational type questions may be asked during the interview process.
* These questions are asked to establish your suitability to work with vulnerable groups by understanding your attitude, behaviour, and responses to situations.
* The questions will relate to your inspiration for working with vulnerable groups, your ability to build relationships and your resilience when working with such groups and may also explore your attitude to the use of authority.
* If you feel you would find these questions about yourself difficult to respond to then you may wish to reflect upon your suitability for the post.

**Disclosure**

* Ormiston Families encourages all candidates called for interview to provide details of their criminal record at an early stage in the application process.
  + This information can be sent under separate, confidential cover to the Human Resources Team [**hr@ormistonfamilies.org.uk**](mailto:hr@ormistonfamilies.org.uk)
  + Ormiston Families guarantees that this information will only be seen by those who need to see it as part of the recruitment process.
* Unless the nature of the position allows Ormiston Families to ask questions about your entire criminal record only questions about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974 will be asked.
* Ormiston Families will ensure that every subject of a DBS Disclosure is aware of the existence of the DBS Code of Practice and make a copy available on request.
* Ormiston Families undertakes to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
* Having a criminal record will not necessarily bar you from working with Ormiston Families. This will depend on the nature of the position and the circumstances and background of the offences.

**Qualification**

* The Recruiting Manager will need to see the original copies of your qualification either in person or via video conference.
* If the interview is held in person, we will verify hard copy documents which you will need to bring with you to the interview.
* If the interview is held via video conference, you will need to email copies of your qualification to the Recruiting Manager before the interview. At the interview, you will need to have the original hard copy documents available so the relevant checks can be undertaken.
* If short-listed and you are required to hold a particular qualification for a post it is your responsibility to provide the relevant certification, to prove you are suitably qualified.
* Failure to produce documentary evidence of qualifications or undertake required courses/training may result in the termination of your employment.
* If a post requires you to take training or additional qualifications then, by accepting this post, you are agreeing to do the training or take the qualifications.

**References**

* If appointed, we will ask you for referee details which cover your past 3 years of employment, one of which must be your current/most recent employer.

**Health Check**

* If appointed and to ensure the post does not have a detrimental effect on your health or your health on your work, you will have to complete a health enquiry form, and may be required to have a medical via Occupational Health.
* This is to confirm that you are able to satisfactorily carry out the post without any impact on your health (taking account of any reasonable adjustments required).
* It will be separated from your application form and will not be seen by anyone involved in recruitment to this job.

**GDPR / Data Protection:**

* Ormiston Families is required by law to comply with the UK GDPR / Data Protection Act 2018.
* Employees have an important role to play in ensuring that personal information is processed lawfully and fairly.
* Personal information is information relating to a living individual who can be identified.
* It is each individual employee’s responsibility to handle all personal information properly no matter how it is collected, recorded and used, whether on paper, in a computer, or on other material.
* Personal information must not be disclosed to others unless authorised to do so.
* All personal /sensitive information will be sent to you via Egress encryption service or password protected.

**Equal Opportunities:**

* Ormiston Families is an equal opportunities employer.
* We value diversity and welcome applications from all sections of the community.
* We ask you to complete a monitoring form to help us monitor the diversity of applicants. It will be separated from your application form and will not be seen by anyone involved in recruitment to this job.
* The gender identity, disability, marital status, ethnic origin, age, pregnancy status, religion or belief, or sexual orientation of an applicant or employee does not affect the employment opportunities made available, except as permitted by legislation.
* In addition, applicants declaring a disability who meet the minimum (essential) criteria for a vacancy will be invited for interview.
* Ormiston Families seeks to ensure that all employees are selected, trained, and promoted on the basis of ability, the requirements of the post and other similar and objective criteria.

**Any queries, please email:** [**alison.williams@ormistonfamilies.org.uk**](mailto:alison.williams@ormistonfamilies.org.uk)

**Ormiston Families reserves the right to close the vacancy early if we have received sufficient applications ahead of the closing date.**

**Information about working   
for Ormiston Families**

**Job Title: Children’s Wellbeing Practitioner**

**Duration**

The post advertised is a full-time permanent position.

**Hours of Work and Working Arrangements:**

* The normal working week is 37.5 hours, Monday to Friday and covers 52 weeks per year.
* You will be required to work flexibly to meet the needs of the service which may include evenings and weekends.

**Location:**

* Your base will be our Norwich Hub with a blend of remote working and working within the community across Norfolk & Waveney.
* We will consider applications from applicants wishing to work predominantly remotely, however the role will require occasional visits to Ormiston Families hubs in line with service needs.

**Salary:**

* The salary for this post is £27,666 - £33,678 per annum, depending on qualifications and experience.
* Salary is paid in 12 equal instalments on the 25th of each month directly into your bank account and covers work carried out in the calendar month.

**Probationary Period:**

* The post is subject to a probationary period of 6 months during which your progress will be monitored in accordance with agreed objectives.

**Travelling Requirements for Your Role**

* Ormiston Families positively encourages the use of technology to communicate and engage but in this role you will need to travel.
* You must either hold a full and current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means.
* Any mileage undertaken on behalf of Ormiston Families will be paid in accordance with our Expenses Policy and within Her Majesty’s Revenue and Customs guidelines.
* If you require a reasonable adjustment due to a disability to meet the travel requirements of this role, please speak with the contact detailed below.
* If you use your own vehicle for the purposes of work, you must ensure that your insurance policy covers you for this purpose.



**Job Description**

**Job Title: Children’s Wellbeing Practitioner**

**Service: Supporting Smiles**

**Location: Based in our Norwich Hub with a blend of remote working and working within the community across Norfolk & Waveney.**

**Job Purpose**

The post holder will deliver high quality and enhanced low intensity CBT interventions alongside young people with mild to moderate mental health difficulties and their families. The role requires the post holder to provide goal focused LI-CBT to young people and families and draws upon the current evidence base and a collaborative approach. The post holder will contribute to service development alongside the wider CWP team. The successful candidate to this clinically focused role will benefit from the opportunity to support the development of the CWP team and the wider CWP offer across Norfolk and Waveney.

**Main Duties and Responsibilities**

**Leadership**

* To provide day to day guidance to qualified and trainee Children’s Wellbeing Practitioners working across providers in Norfolk and Waveney.
* To demonstrate a motivation and willingness to work collaboratively and innovatively alongside partner providers in supporting their CWP teams.
* To advocate and role model the effective and consistent use of routine clinical outcome measures within assessments and low intensity CBT interventions.
* To ensure that appropriate and timely action is taken to safeguarding children and adults
* To contribute to the development of ideas, innovative practice and propose changes to protocols and procedures within the CWP pathway.

**Communication**

* To contribute to the team’s engagement with a wide range of stakeholders including staff, service users, their carer’s, and other statutory and voluntary sector partners.
* To build effective and collaborative relationships with partner organisations and colleagues
* To provide and receive highly complex and sensitive information to/from children, young people and their parents/carers regarding assessment, care planning, treatment and review, adapting your approach to overcome barriers to understanding.
* To liaise with and impart highly complex and sensitive information to multi-disciplinary teams to ensure the provision of consistent well-coordinated care.
* Communicate information in a way that makes it relevant and understandable for service users and carers, working in line with practice standards and operational policies.
* To provide high standard of written and verbal communication that is clear and in line with professional documentation standards.
* To participate in and facilitate clinical meetings, as and when appropriate.
* To adapt communication style and approach to support the needs of trainee and qualified CWPs across providers in Norfolk and Waveney.
* To facilitate fair access to services and promote social inclusion regardless of age, ethnicity, gender, sexual orientation or disability.
* To enable the communication and engagement of individuals and their carers to ensure that they have a voice about the services they receive and how these are developed, promoting participation across the service.

**Clinical**

* To work either remotely or out in a community settings, to include schools and family homes to offer brief, evidence-based and enhanced interventions for children and young people promoting positive mental health.
* To undertake complex risk assessments and develop a formulation of risk which will lead to the development of risk management plans which have taken into consideration a range of possible options
* To develop and deliver evidence-based care packages including assessing, planning, intervention and evaluation through clinical judgement, multi-disciplinary discussions and the use of routine outcome measures.
* To ensure that all interventions have clear outcomes and that these are taken into consideration when sourcing the resources to best meet the individual’s needs.
* To ensure the continuous re-evaluation of individuals’ needs and clinical risk situations and use clinical judgement to formulate the most appropriate clinical plan
* To ensure that caseload is well managed, and that care and treatment is provided in line with the evidence base and service procedures.
* To provide specialist advice to referrers/other multi-disciplinary staff in relation to the care of individuals.
* To ensure timely and accurate documentation of all clinical activity in line with professional guidance, Ormiston Families standard operating procedures and best practice.
* To engage in 1:1 and group supervision and practice reflection groups as part of clinical supervision as directed by the Team Manager and Service Development Lead.

**Professional**

* To effectively manage workload to ensure the needs of the young people who use our services are met taking the wider needs of the team into consideration.
* To plan own workload with an aim of offering the highest quality and cost-efficient therapeutic support.
* To prioritise workload and adjust as appropriate.
* To participate in programmes of audit and research within the team as agreed and implement the findings.
* To ensure information resources are used to maintain knowledge of Children’s and Young People’s Mental Health Service Norfolk and Waveney, Ormiston Families and CWP Team priorities and safety initiatives.
* To work without direct supervision and take accountability for your own actions and clinical practice.
* To act autonomously to make clinical and non-clinical decisions and consult with senior staff and/or manager in accordance with their professional judgement.
* To remain professionally competent and registered, where appropriate.

**Generic Duties**

* To undertake any other reasonable duty, which is appropriate to the grade when requested by senior staff.
* To be familiar with and comply with all Ormiston Families policies, procedures, protocols and guidelines.
* To demonstrate an understanding and commitment to the charity’s values.
* You may be required to conduct other tasks based on the business needs.

**Personal Specification**

**Qualifications**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Post Graduate Qualification in either: Children’s Wellbeing Practitioner or Educational Mental Health Practitioner, CBT Diploma qualification | Qualification in CYP IAPT Supervision |
|  | Training in an additional therapeutic modality |
|  | Leadership or Management Qualification |

**Experience**

|  |  |
| --- | --- |
| **Essential** | **Desirable** |
| Relevant experience of working with children, young people and families as a CWP or EMHP or CBT informed practice. | Caseload management |
| Delivery of low intensity interventions online and face to face | Experience of Quality Improvement |
| Working collaboratively with service users and their families/carers |  |
| Completing assessments and formulation | Experience of partnership working |
| Identifying and assessing risk and completing robust risk assessments and safety plans | Experience working as part of a multi-disciplinary team |
|  | Experience of providing clinical guidance and support to colleagues |

**Abilities and Knowledge**

|  |  |
| --- | --- |
| **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 with partner providers and key stakeholders |  |
| A7: Ability to recognise and respond to concerns about child protection |  |
| A8: Ability to work with difference (‘cultural competence’) |  |
| A10: Ability to engage and communicate with children/young people of differing ages, developmental level and background |  |
| B1: Strong knowledge of CWP LI-CBT models of intervention and ability to apply them effectively in practice |  |
| B2: Ability to foster and maintain a good therapeutic alliance with professionals and understand the perspectives or ‘world view’ of its members |  |
| B4: Ability to manage endings and service transitions |  |
| B5: Ability to deliver group sessions to professionals. |  |
| B6: Ability to make use of measures, including monitoring or outcomes |  |
| B7: Ability to utilise clinical supervision effectively |  |
| 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 |  |
| 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 |  |

**Professional and Personal Development**

* All staff must ensure that they are aware of their responsibilities by attending mandatory training and our induction programme.
* All staff will have a formal appraisal with their manager at least every 12 months. Once performance/training objectives have been set, the staff member’s progress will be reviewed on a regular basis so that new objectives can be agreed and set, in order to maintain progress in the service delivery.
* All staff will be expected to take responsibility for their own professional development and will be supported to achieve development opportunities as appropriate.

**Health and Safety**

* All staff have a responsibility to maintain the health and safety of self and others within the performance of duties in accordance with health and safety policies, and to undertake specific health and safety responsibilities as directed. All staff have a responsibility to adhere to the 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.

**Confidentiality and Information Governance**

* All staff may gain or have access to confidential information about the assessment and/or treatment of service users, information affecting the public, private or work related staff information, or charity matters. A breach of confidentiality will have occurred where any such information has been divulged, passed (deliberately or accidentally) or overheard by any unauthorised person or person(s). Breaches of confidentiality can result in disciplinary action, which may involve dismissal.
* All staff must maintain a high standard of quality in corporate and clinical record keeping, ensuring information is always recorded accurately, appropriately and kept up to date. Staff must only access information, whether paper, electronic or in other media which is authorised to them as part of their duties.
* All staff must ensure compliance with the Data Protection Act 2018 and the UK GDPR.

**Safeguarding: Adults and Children** (Section 11 of the Children Act 2004)

* Every member of staff has a responsibility to be aware of and follow at all times, the relevant national and local policy in relation to safeguarding children and safeguarding adults.
* Safeguarding and DBS requirements for your role:
* Ormiston Families is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment. DBS checks or police vetting will be required for relevant posts.

**Senior Managers**

* Under Section 11 of the Children Act senior managers have responsibility for ensuring that service developments take into account the promotion of welfare and is informed by the views of children and families; providing training on safeguarding for all staff; recruiting safely; ensuring there is effective inter-agency working and information sharing.



**Freedom of Information (FOI)**

* All members of staff must be aware of their responsibilities under the Freedom of Information (FOI) Act 2000. The Act gives individuals or organisations the right to request information held by the charity. Staff must manage information they hold in such a way that meets the requirements of the Act. All requests for disclosures under the Act must be passed to the Privacy Officer.

**Data Quality**

* The Charity recognises the role of reliable information in the delivery & development of its services and in assuring robust clinical and corporate governance. Data quality is central to this and the availability of complete, comprehensive, accurate and timely data is an essential component in the provision of high-quality mental health services. It is therefore the responsibility of all staff to ensure that where appropriate, information is recorded, at all times, in line with the charity’s policy and procedures for data quality.
* This job description seeks to provide an outline of the duties and responsibilities of the post. It is not a definitive document and does not form part of the main statement of terms and conditions. The job description will be reviewed as part of the annual appraisal process and will be used as the basis for setting objectives.

**Benefits & Recognition**

**All benefits are discretionary, and Ormiston Families reserves the right to change or amend benefits at any given time.**

**Cycle to Work**

* Cycle to Work allows you to order a new bike, equipment or both up to the value of £1,000 which you can pay back through your salary to make tax savings.

**Annual Leave Entitlement:**

* The basic annual leave entitlement is 27 days plus additional leave for employees who have completed 1 year’s service up to a maximum of 30 days
* Part-time employees receive a pro-rata allowance according to the number of hours they work per week.
* Ability to buy and sell up to 5 days’ annual leave within any leave year. (All leave must be taken within the year it is purchased including any agreed leave brought forward from the previous year.)

**Group Life Assurance:**

* Ormiston Families provides a death in service benefit to all permanent employees.

**Occupational Sick Pay Scheme:**

* Ormiston Families operates an occupational sick pay scheme in addition to statutory sick pay.

**Pension:**

* Ormiston Families provides a Group Personal Pension Scheme with up to 9% of gross salary employer contribution for any employee where they match the level of contribution.

**Sponsorship:**

* Ormiston Families provides the opportunity to apply for sponsorship to employees who have completed their probationary period and been in post for at least 12 months to undertake nationally accredited or chartered certification awarded by professional associations.

**Employee Assistance Programme:**

* Ormiston Families provides a comprehensive employee assistance programme which offers free and confidential access to telephone and unlimited video counselling sessions, financial and legal advice, and assistance in finding information about a wide range of subjects from childcare to moving to a new house.

**Employee Discount Scheme:**

* The Hive is a savings platform which can be accessed by employees to make everyday purchases at reduced costs. Employees can save money by purchasing reloadable cards, obtain cashback through online purchases, and make savings in many stores.

**Your Wellbeing:**

* We have trained Mental Health First Aiders who form our Wellbeing Team, promoting mental and physical health. Ormiston Families has also signed the pledge to support our employees going through the menopause in the workplace.

**The Wellbeing Centre:**

* Accessed via The Hive, the Wellbeing Centre provides education, support and tools to help you live a healthier and happier life.

**Pets in the Workplace:**

* We are a dog-friendly employer, which means that from time to time we allow colleagues to bring their pets into our workplaces. If you would like a copy of our Pets in the Workplace policy or would like to discuss this in more detail, please contact our HR team.

**A group of people shaking hands

Description automatically generated with medium confidence**Icon

Description automatically generated

**We build supportive partnerships, communities and networks**