



**TITLE OF JOB:** CAMHS Practitioner CYP-IAPT Trainee (Autism Spectrum Conditions and Learning Disabilities)

**GRADE:** NHS Band 6 equivalent (£32,029 - £34,876 p/a)

**LOCATION:** Hertfordshire

**HOURS:** Full time

**CONTRACT:** 1 year fixed term contract

**REPORTS TO:** RTT Supervisor/Manager

### **Welcome**

Our service has an exciting opportunity to join our team as a Recruit to Train Trainee, part of the Health Education England (HEE) funded Recruit to Train Programme in partnership with the Anna Freud Centre, University College London, and Kings College London. The post-holder will be training on the Children & Young People Improving Access to Psychological Therapies (CYP IAPT) Therapy Course and carrying out clinical work in our service to complement their studies and use their newly developed skills. We are seeking highly motivated and enthusiastic mental health practitioners to work and train within our service. The training post will equip the post-holder to provide interventions for children, young people or families using evidence-based intervention consistent with the course they are attending. The post holder will work with people with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equity, diversity and inclusion.

### **Information about the Service**

The successful candidates would be working within Nessie. Nessie provides counselling and arts therapies (Art, Drama, Music and play) to support the mental health of children, young people and their families. Developed and delivered by a team of experienced Arts Therapists and Counsellors, Nessie provides a wrap-around systemic service delivery model to ensure children and young people are accessing the right level of support to meet individual needs, as well as providing support and training for parents and professionals.

Nessie aims to co-ordinate and quality assure access to emotional and mental health support in educational settings and the community. Based across Hertfordshire, we are looking for suitably qualified member of staff to join our dynamic service. Working in conjunction with local authority and statutory services the CYP-IAPT, CAMHS trainee posts are at the heart of Nessie's mission in increasing access to mental health support for children, young people and their families.

### **Information about the Training & the Job Role**

This is a fixed term post with this training year funded by NHSE. After successful completion of the course the fixed term training contract will end however applicants would be encouraged to apply for any vacant posts within the service and will be provided support and advice in job applications.

This role will be best suited for applicants that are able to balance a very busy work and study schedule. You will be an employee at the service but also enrolled on a Postgraduate Diploma course. As this is

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a Postgraduate level training, you will be required to study and perform at academic level. Applicants must be prepared to work towards their studies outside of protected study time (such as on weekends and after work). Protected study time or teaching days are typically two days a week during term (with possibility of extra university days near start) and will be a mixture of in person and online sessions. Applicants must be willing to travel into London to attend their lectures.

More information about the courses and how the training works can be [found here](#) (AFC website) and [here](#) (KCL website) including the course brochures, and we **strongly** recommend you read the [FAQs](#).

NHSE have implemented a rule regarding beneficiaries of their training year funding – this affects candidates who have been on one of the courses listed on the NHSE website from 1st August 2022. We recommend you read this if you plan to apply to future trainings.

## **Main Duties and Responsibilities:**

### CLINICAL

1. With the assistance of their clinical supervisor accept appropriate referrals.
2. Assess clients for suitability for the treatment for which training is provided.
3. Make decisions on suitability of new referrals, adhering to the department's referral protocols, and refer unsuitable clients on to the relevant service or back to the referral agent as necessary.
4. Formulate, implement and evaluate therapy programmes for clients in line with their training modality and experience.
5. Involve family members and others in treatment as necessary, conveying therapy formulations with sensitivity in easily understood language.
5. Adhere to an agreed activity contract relating to the number of client contacts offered, and clinical sessions carried out per week in order to minimise waiting times and ensure treatment delivery remains accessible and convenient. This will reflect their part-time work within the host trust or service.
6. Attend multi-disciplinary meetings relating to referrals or clients in treatment, where appropriate.
7. Complete all requirements relating to data collection within the service.
8. Keep coherent records of all clinical activity in line with service protocols
9. 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.
10. Assess and integrate issues surrounding work and employment into the overall therapy process

### TRAINING AND SUPERVISION

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



3. Prepare and present clinical information for all patients on their caseload to clinical and case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered
4. Receive supervision from educational providers in relation to course work to meet the required standards.

## PROFESSIONAL

1. Ensure the maintenance of standards of practice according to the employer and any regulating, professional and accrediting bodies (e.g., BPS, HCPC, BABCP), and keep up to date on new recommendations/guidelines set by the department of health.
2. Ensure that client confidentiality is protected at all times and comply with data management systems and processes including submissions to the training provider.
3. Be aware of, and keep up to date with advances in the spheres of care pathway
4. Ensure clear professional objectives are identified, discussed and reviewed with senior therapists on a regular basis as part of continuing professional development.
5. Attend clinical/managerial supervision on a regular basis as agreed with Manager.
6. Participate in individual performance review and respond to agreed objectives.
7. 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.
8. Attend relevant conferences / workshops in line with identified professional objectives.

## GENERAL

1. To contribute to the development of best practice within the service.
2. 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.
3. All employees have a duty and responsibility for their own health and safety and the health and safety of colleagues, patients and the general public.
3. 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 GDPR and Security and Confidentiality Policies.
4. 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.

## HEALTH AND SAFETY

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It will be the duty of every employee while at work to take reasonable care for the Health and safety of themselves and of other persons who may be affected by their acts or omissions at work.

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

## EXPERIENCE AND SKILLS

We are looking for candidates who are able to demonstrate the following experience and skills:

- Excellent communication skills - written and verbal
- Qualifications that demonstrate a capacity to complete academic work at postgraduate diploma level
- An understanding and appreciation of the unique challenges associated with ASC and/or LD for children, young people and their families.
- Two years' experience of working within a professional setting concerned with the mental health of children and young people or families.
- Ability to be flexible and creative in facilitating engagement with children and young people with ASC and/or LD and their families.
- Ability to use supervision to reflect on practice.
- Ability to work positively as part of a small therapeutic team
- Ability to successfully network with a range of agencies
- Wide range of ICT packages to be used effectively
- Ability to be proactive and reliant on own initiative, show commitment and drive, able to set priorities
- Flexible problem solving approach
- Ability to travel and provide support in a range of setting

## Information about how to Apply

This is a training position and so all candidates will need to apply for both the trainee role with our organisation and the UCL Post Graduate Diploma in Child and Young Person IAPT Therapy in order to be shortlisted (for more information about the course and minimum entry criteria, please see the course page and brochures: <https://www.annafreud.org/ucl-postgraduate-study/ucl-postgraduate-programmes/child-and-young-person-iapt-therapy-pg-dip/>). **Please complete your university application using the UCL University Application Guidance supplied.**

UCL covers the modalities of **ASC/LD, Under 5s, IPT-A and CBT**, You only need one application to the associated University no matter how many Recruit to Train job posts you apply for. However, it is very important to mention which modality/modalities you are applying for and why you are qualified & interested in them in your personal statement as this will be assessed by the course team to determine course/modality suitability.

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Please note that when you apply to this role, your name will be shared with the Higher Education Institute (HEI) running the course. The service will usually be the Course Team's main way of contacting you until you have been sent an Offer, and so the Course Team at the HEI may ask for information if it is relevant to deciding course eligibility. Other information that might be shared:

- Reason behind ineligibility for the course.
- Queries regarding application
- Name change - confirm with service to ensure that they are reviewing the correct candidate.

This is an integral part of the process to confirm that you have applied to the University and that you meet their course requirements. Please apply to the University at the same time as applying to this job position.

If you apply to this job, you are giving permission that information relevant to establishing eligibility can be shared between the HEI and the Service. No irrelevant information will be disclosed or discussed.

### **Person specification:**

We have provided [Person Specifications](#) in a separate attachment.

### **NESSie Recruitment Information:**

We are committed to equality and diversity and welcome applications from any individual who meets the job description and is interested in joining our organisation.

### **CRIMINAL RECORDS BUREAU**

This post is classed as having a high degree of contact with children or vulnerable adults and is exempt from the Rehabilitation of Offenders Act 1974. An enhanced disclosure will be sought through the Criminal Records Bureau as part of Hertfordshire County Council's pre-employment checks. Please note that additional information referring to the Criminal records Bureau is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

### **PROBATION**

There will be a three-month probationary period when the appointment will be reviewed.

### **OCCUPATIONAL HEALTH PRE-EMPLOYMENT CHECK-LIST**

If you are appointed, you will be required to complete a Pre-Employment Health Questionnaire. Your appointment will be subject to a satisfactory clearance.

### **HOW TO APPLY**

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Please complete Nessie's Job Application Form ([word format](#)) ([PDF format](#)) and email it to [info@nessieined.com](mailto:info@nessieined.com)

For an informal discussion and further information please contact Sarah Blackford, Operations Manager: [sblackford@nessieined.com](mailto:sblackford@nessieined.com)

- **Application closing date:** Wednesday 18th October 2023. 5:00 pm
- **Invitation for interview:** You will hear if you have been shortlisted for interview by 5pm Monday 30th October 2023
- **Interview:** Successful applicants will be invited to interview on the 2nd and 3rd November 2023
- **Offers:** Applicants will be made aware of the outcome of their interview made no later than Friday 10th November
- **Start date:** 4th January 2023