

ROLE PROFILE

Job Title	Primary Mental Health Worker
Barnet Band & scale range	K
Reports to	Clinical Manager
Service area	Family Services, Early Help

Purpose of Job

To provide high quality clinical assessments and brief interventions to children and young people in school, home and community based settings with the aim of detecting mental health needs early on, preventing escalation and promoting positive mental health.

Working as part of an integrated multi-professional team, you will deliver locality based Early Help services to children, young people and families by identifying difficulties early, preventing them from becoming entrenched, minimising where/if possible the need for specialist or statutory interventions.

You will undertake direct work with children, young people and their families including work with groups and wider familial support and professional systems as appropriate. A whole system approach is promoted, helping to engage others in working towards sustaining change and problem solving for the future.

Key accountabilities, duties, responsibilities

Professional Direction

- Undertake clinical assessments, including assessments of risk to children, which may include using medical, psychological and social histories, observation, rating scales, psychometric testing and face to face contact with children, young people and their families.
- Identify psychological, relational, emotional, or behavioural issues in order to formulate, implement and evaluate effective treatment options and plans taking into account a broad range of therapeutic models and theories.
- Provide evidenced based clinical interventions to children, young people and their families to support the management of problems including stress and family dysfunction aiming at all times to build their resilience and improve their outcomes.
- Establish rapport and build therapeutic relationships with children, young people and their families to assist them in gaining insight, defining goals, and planning actions to achieve and sustain change.
- Communicate effectively with any other professionals involved in the child's care with regularity.

- Provide expertise, specialist guidance and consultation to colleagues and other professionals contributing directly to the child's assessment, diagnosis, planning and treatment.
- This post will also provide specialist advice and consultation to early help colleagues, and other professionals, working autonomously within professional practice guidelines and under the guidance of a clinical supervisor.
- Work collaboratively with the early help multi-professional system, providing and using direction, support and guidance of your supervisor/line manager and the team to effectively manage the range of complexities of risk, need and ambiguity families present with.
- Use flexibility and creativity to engage children and young people and develop relationships of trust, bringing to the attention of your supervisor/line manager any concerns relating to the quality of parenting or the safety and well-being of children and young people within their home, school or community environments.
- Prepare high quality concise informative and analytical written reports based on complex evidence in relation to your work with children, young people and their families as required for a range of audiences to agreed standards and timescales.
- Attend and participate in Team Around the Child/Family and other relevant professional meetings using your professional expertise and evidence to contribute towards a shared understanding of the child/young person's emotional world and mental health or behavioural difficulties.
- Maintain up to date and high-quality case records of your work with children, young people and their families, exploring circumstances contributing to the overall picture of need and risk, including the views and contributions of children, young people and their families.
- Learn, use and maintain required management information, administrative and associated ICT systems to input data and enable operational service effectiveness as required.
- Take responsibility for your own professional development by actively engaging in supervision, appraisals, training and research activities, with particular regard to effective brief intervention and group work approaches as relevant to children, young people and their families.
- Assist in the development of service policies, procedures and working practices at local, departmental and inter-agency levels.
- Encourage appropriate user participation in the delivery, monitoring and evaluation of the service.
- Contribute to and take part in planning and implementing systems for the evaluation, monitoring and development of the integrated clinical service, employing professional skills in research to improve services for children and their families.
- Provide statistical data of clinical activity and outcomes into information collection systems as required.
- Be aware of all relevant legislation and guidance relevant to Safeguarding and Child Protection procedures including significant harm and to take immediate steps to ensure the safety of children in situations of risk, and to report concerns as soon as possible using agreed procedures.

- Acquire knowledge about different groups, races and cultures which inform service delivery and have regard for the particular needs of children from black and minority ethnic groups.
- Operate within the Council's financial regulations, budgetary framework and the service's delegated powers to minimise the risk of a breach and ensure that the service delivers value for money.
- Ensure all financial transactions actioned are recorded and accounted for to the standards required.

Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post holder may be required to perform work not specifically referred to above and which is on occasion outside of normal working hours and/or at locations that differ from the primary place of work. Such duties, however, will fall within the scope of the post, at the appropriate grade.

Health and Safety

Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk.

The Council's Commitment to Equality

Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the work place and in the services the council delivers.

General Information

This job description is intended as an outline indicator of general and specific areas of activity and will be amended in light of the changing needs of the organisation. To be reviewed in conjunction with the post holder as necessary and on a regular basis.

Continuous Improvement

Staff employed by the Council are expected to play an active role in development and improving services to the benefit of service users.

All employees are required to participate in the annual Personal Development Review activities and any associated training and/or learning opportunities.

Record Keeping and Confidentiality

All staff who contribute to the care records of children, their families and significant others involved in their care are expected to be familiar with, and adhere to the Council's Standards of Record Keeping. Care records are subject to regular audit.

All staff who have access to care records have a responsibility to ensure that these are maintained efficiently and that confidentiality is protected in line with the Council's Code of Confidentiality.

All staff have an obligation to ensure that care records are maintained efficiently and that confidentiality is protected. Staff are also subject to this obligation both on an implied basis and also on the basis that they agree to maintain both client/service user and staff confidentiality.

Systems and IT skills requirements

Staff need to have the essential IT skills in order to use the Clinical Information Systems and other IT systems in place as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training to be provided.

Professional registration

i/ As a Clinician, employed in an area of work which requires membership of a UK professional body in order to practice e.g. UKCP, UKCP, BACP, HCPC etc., it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice, including CPD requirements.

ii/ Documentary evidence of your registration with any particular professional body or in respect of any required qualifications will be requested, in addition to evidence of such membership being updated and maintained.

Risk Management

Employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the appropriate policies and procedures and attendance at training as required.

All clinical staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others affected by acts or omissions.

PERSON SPECIFICATION

Professional qualifications and Training	Essential: Professional knowledge acquired through relevant level qualification in one of the following: <ul style="list-style-type: none"> • Clinical or Counselling Psychology (eligible for chartered status) • Systemic Family Psychotherapy (Masters Level) • Child & Adolescent Psychotherapy (eligible for chartered status) • Integrative or Analytical Psychotherapy Training (eligible for full membership with the UK relevant body). • Social Work <u>with</u> additional psychotherapy qualification, registered with HCPC and relevant UK professional body). • Registered Nurse <u>with</u> additional psychotherapy qualification, RCN/HCPC registered and relevant UK professional body. 	Desirable: In addition to specialist psychological therapies training, additional short courses working with adults, children, families: <ul style="list-style-type: none"> • CYP IAPT Trainings e.g. CBT, Systemic Family Therapy, Interpersonal Therapy (IPT), Under 5's, Parenting Training • Other post-graduate qualifications in: CBT, Systemic Foundation/PG Certificate, EMDR, Mindfulness • Mentalisation-based Training • Dyadic Developmental Psychotherapy
Other	<ul style="list-style-type: none"> • Must have a satisfactory DBS outcome 	<ul style="list-style-type: none"> • Car driver with valid UK driver's license
Knowledge/ Experience/ Skills & Abilities	<ul style="list-style-type: none"> • Experience working with children, young people and families where behavioural, emotional and psychological dilemmas have presented themselves. • Sound knowledge of assessment and intervention approaches as applied to children and young people with emotional, developmental, relationship and behavioural difficulties including young people presenting with low level mood, anxiety, deliberate self-harm, offending and substance misuse. • Good understanding of the impact of domestic abuse, family or community violence, poverty, poor school attainment, offending and 	<ul style="list-style-type: none"> • Previous experience of working within statutory Social Care settings. • Experience of working within School-based/Education setting.

	<p>mental illness on children's outcomes</p> <ul style="list-style-type: none"> • Strong capacity to undertake assessments of young people's emotional and psychological needs and contribute to children's plans in a multi-professional/agency context • Strong ability to effectively communicate in writing and orally clinically sensitive information to young people, their families, support systems and a range of professionals. • Capacity to analyse complex information, evaluate results and choose the best approach to address problems and manage risks • Good capacity to develop constructive and cooperative working relationships with others, and maintain them over time, providing support to others through coaching, mentoring to improve their knowledge or skills. • Resilience to maintain professionalism and manage work safely with children, young people and families within diverse ethnic communities including an ability to manage risk and anxiety in pressured situations • Good ability to provide advice and consultation to other professionals, supporting joined up approaches to managing early help interventions with children, young people and their families. • Knowledge of legislation, policy and practice guidance, as relevant to the protection and provision of support to children, young people and families. • A commitment to and evidence of continuing professional development in accordance with professional registration requirements and an enthusiasm to share and develop further expertise. 	
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	<ul style="list-style-type: none"> • Ability and willingness to work independently and jointly with other professionals in a range of settings including schools and family homes to meet the needs of the child/family. • Enthusiasm for a broad range of clinical models of service delivery and an ability to articulate the value added by clinical services within the context of an integrated early help system. • Capacity to use clinical governance, management and supervision arrangements to manage your work, obtain direction and advice and maintain clinical standards and resilience in the face of exposure to emotive material and challenging behaviours. • Ability to contribute to the evaluation and monitoring of work done and outcomes achieved, including analysing and reporting on complex data, presenting findings and making recommendations for service improvements as necessary. • Must be IT competent, including Microsoft Office Word & Excel. 	
<p>Personal Qualities</p>	<ul style="list-style-type: none"> • Ability to recognise own and others' work-related stress and pressures, and as multi-disciplinary team colleague to support where necessary taking appropriate action. • Good interpersonal skills and desire to build a supportive team environment. • Personal time management skills and ability to work independently. • Committed to personal development. 	