

# JOB DESCRIPTION

**Job Title:** Emotional Health and Well-Being Practitioner

**Directorate & Section/Unit:** Children’s Social Care,Families First Team

**Reporting to:** Clinical Lead

**Responsible for:**

**Salary Grade:** S01

**DMA Management Level:**

**DMA Span of Control (Direct Reports):**

## Our People Values:

To uphold and act in accordance with Worcestershire County Council's values;

* ***Customer Focus*** – Ensure delivery of a high-quality service which meet the needs of customers.
* ***Can Do Culture*** – Be proactive to achieve excellence, finding solutions and creative ways of working.
* ***Freedom within Boundaries*** - Make constructive change through cohesive decision making, ensuring services are responsive.

## Purpose of job:

The post holder will work within the Families First Team providing evidence-based mental health and psychological interventions. This will predominately be based around Cognitive Behaviour Therapy (CBT) to promote emotional health and well-being.

The post-holder will work in partnership with children and families to address their safeguarding needs, to promote the welfare of children and young people with a clear remit of keeping families together where safe and appropriate to do so. They will also be integral in driving service improvements in order to secure continuous improvement in services to children and young people, and lead service improvement in the Families First Team.

## Main Activities & Responsibilities:

* Complete initial assessments, plans of therapy and implements those interventions
* Assess and support children/young people and their families who present with common mental health and emotional difficulties
* To deliver brief evidence-based interventions, working collaboratively towards goals and areas of change
* Collaboratively develop a psychological formulation which not only helps direct the flow of therapy but highlights areas of resilience (internal and external)
* To complete accurate and relevant assessments of risk
* Provide a range of information and support for evidence-based psychological interventions. This may include guided self-help, direct therapy, useful local services and information around pharmaceutical treatments. The work may be face-to-face, over the telephone or other media e.g., e-mail
* Assist in the co-facilitation of skills workshops, based on CBT principles
* Produce accurate reports for a range of audiences
* Supporting families and strengthening networks
* To work with direct line management and clinical supervision to safely manage caseload
* Attend multi-disciplinary meetings relating to referrals

* To work ecologically with children and families
* At all times, is non-judgemental, promotes emotional health and well-being and respects diversity
* With support from clinical supervision, keeps up to date with set evidence-based recommendations and guidelines (National Institute for Clinical Evidence N.I.C.E)
* Use clinical supervision to inform practice
* Be aware and keep up-to-date with advancements in treatment of common mental health conditions

## Generic Accountabilities:

* To maintain personal and professional development to meet the changing demands of the role and practice, participate in appropriate training activities and encourage and support staff in their development and training.
* To undertake other such duties, training and/or hours of work as may be reasonably

required and which are consistent with the general level of responsibility of this job

* To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate’s Health and Safety Policy
* The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council’s Equality and Diversity Policy
* Working with some vulnerable children, young people and adults can, at times, be emotionally challenging for which appropriate support will be provided through management supervision. The post holder must be able to deal with such mental demands.
* This post is exempt from the Rehabilitation of Offenders Act and / previously met the definition of Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006) and is therefore subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) (as defined by the Police Act).
* This post meets Regulated Activity (as defined by the Safeguarding Vulnerable Groups Act 2006 as amended by the Protection of Freedoms Act 2012) and is subject to an enhanced Criminal Records Check (Via the Disclosure Barring Service, DBS) and the relevant children and/ adults barred list(s) checks.***\****
* The Code of Practice on the English Language Requirement for Public Sector Workers (the fluency duty) applies to this post. Therefore, an ability to fulfil all spoken aspects of the role with confidence through the medium of English is essential for the post.
* Ensure you work in line with the policies and procedures of Worcestershire County Council.

## Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and Worcestershire County Council as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Group Managers, Practice Managers, Management Teams, Managers & Staff across all directorates, Project Staff, Support and other school-based staff.

External: NHS, Clinical Commissioning Groups, Healthcare Professionals, Educational Settings,

Suppliers, Statutory and Voluntary Organisations, service users, clients, customers, parents, pupils.

## Additional Information:

* The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

* Reasonable adjustments will be considered as required by the Equality Act

Author: Kevin Bryan Date: 10/03/2023

Date of grading confirmation:



# PERSON SPECIFICATION

**Job Title:** Emotional Health and Wellbeing Practitioner

**Directorate & Section/Unit:** Children’s Social Care, Families First Team

**Salary Grade:** S01

## EXPERIENCE: (Of delivering outcome/objectives/service improvements etc, not just time served)

It is **essential** that the post holder has:

* Demonstrable experience of working with vulnerable children, young people and families
* Demonstrable experience working in a community setting
* Demonstrable experience of managing a caseload/casework
* Evidence of providing structured therapeutic interventions to individuals or in groups.
* Significant experience of assessing, developing, implementing and evaluating interventions
* Significant relevant experience of working with people with emotional wellbeing and/or mental health needs
* Evidence of continuing professional development in advances in mental health and emotional wellbeing best practice

It is **desirable** that the post holder has:

* Experience of working in Primary Care Services
* Experience of facilitating groups or leading training
* Experience in a Mental Health setting

## KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

* Specialist knowledge of structured therapeutic interventions for individuals or in groups
* Specialist knowledge mental health legislation and its implementation
* Specialist knowledge of a broad range of psychological therapies including time limited interventions
* Good understanding of child and adolescent development and risk management of young people in crisis
* In line with organisational priorities, the ability to interpret and critically analyse varied and complex information with the ability to formulate a proposed intervention plan
* Able to write clear reports and letters, concisely and for a range of audiences
* Excellent IT skills, including Microsoft Office
* Excellent communication skills including written, verbal and effective listening skills
* A recognition of good therapeutic relationships
* Ability to work within a team and foster effective working relationships
* Ability to use clinical supervision and personal development positively and effectively
* Ability to work in a multi-disciplinary service that will be fast-paced, responsive and at times pressurised
* The ability to work with confidential information
* Be a reflective practitioner
* Ability to manage own caseload and to be autonomous

It is **desirable** that the post holder has:

* Specialist knowledge of safeguarding
* Knowledge of risk assessments in scope of practice
* Knowledge of medication used in anxiety and depression and other common mental health problems

## QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

* Level 5 in education in health, social care or equivalent experience
* Trained in providing structured CBT psychological therapy

It is **desirable** that the post holder has:

Not applicable

## ADDITIONAL INFORMATION

It is **essential** that the post holder is/has:

* Ability to undertake the duties and demands of the post.
* A current driving licence and access to a car during the working day is essential (reasonable adjustments will be considered for any applicants who are unable to drive due to a disability)

Author: Kevin Bryan Date: 10/03/2023