



<b>Reports to:</b> Counselling Manager	<b>Responsible for:</b> n/a
<b>Date:</b> April 2022	<b>Salary band:</b> £23,500 - £26,000

**Role and Responsibilities:**

To contribute to the development and provision of services to children and young people with mental health needs. This will include assessing, planning, delivering care and working as part of a multidisciplinary team

To facilitate the delivery of one to one and group work which promotes and improves the mental health and well-being of children and young people their families and carers.

Liaise and support the robust partnership working arrangements between the referral agencies in order to provide the right support for children and young people when required.

Key Tasks	% time spent
<p><b>Programme Delivery:</b></p> <ul style="list-style-type: none"> <li>• Works with whole families and individual family members to identify issues and support them to make progress and improve life chances</li> <li>• Establishes and maintains relationships with children, young people and families in order to identify appropriate therapeutic support, acting as an advocate for service users when necessary</li> <li>• Adopts a universal and holistic framework through highly skilled assessment which is needs led and evidence based</li> <li>• To plan implement and evaluate care to a defined caseload of children and young people using NICE guidelines and evidence-based interventions</li> <li>• To develop and maintain therapeutic relationships with children, young people, families and carers who may at times be in situations of emotional distress</li> <li>• To provide a flexible approach to children, young people, families and carers who may have difficulties engaging with services</li> <li>• Undertakes their responsibilities for safeguarding children and young people engaged in Programmes including recognising and reporting safeguarding concerns</li> <li>• Ensures that all activity is risk-assessed and compliant with Brathay's health &amp; safety policies and procedures</li> <li>• Prepares project plans for delivery, ensuring that appropriate recording/evaluation methodologies are utilised (e.g. distance travelled, etc.)</li> </ul>	80%

<p><b>Programme Design and Development:</b></p> <ul style="list-style-type: none"> <li>• Designs, develops and updates the programme in response to children, young people, client and partner needs</li> <li>• Ensures other essential data is recorded and reported on in a timely manner e.g., consent forms, PDPs, exit plans etc.</li> <li>• Provide a high level of generic skills and competencies and works towards development of areas of clinical expertise within the service</li> <li>• Adopt a culture of learning and reflective practice</li> <li>• Use the signs of safety method of working and recording</li> </ul>	<p>10%</p>
<p><b>Quality and Monitoring</b></p> <ul style="list-style-type: none"> <li>• Liaises with key professionals to share information and ensure support is integrated effectively</li> <li>• Keeps up-to-date with relevant national and local developments in order to deliver best practice</li> <li>• Ensures that monitoring information is accurate and kept up to date</li> <li>• Ensures other essential data is recorded and reported on in a timely manner e.g., family action plans, consent forms, PDPs, exit plans etc.</li> <li>• Ensures quality of service provision by sharing good practice with colleagues and undertaking relevant training</li> </ul>	<p>10%</p>
<p><b>Miscellaneous:</b> In addition to the duties listed here, the post holder is required to perform other duties, which are assigned from time to time. However, such other duties will be reasonable in relation to the individual's skills, abilities and grade.</p>	

### Skills and Experience

#### Essential

- Substantial experience of working with children and young people who have mental health needs and vulnerabilities in a variety of contexts.
- At least 2 years experience of managing a defined caseload using specialist knowledge and clinical reasoning to undertake assessment, planning, implementation and evaluation of interventions for children and young people liaising with families, and referring agencies as appropriate
- At least 2 years experience of providing therapeutic interventions one to one or group work as appropriate
- Ability and experience of acting as an advocate to facilitate the views and choices expressed by children, young people, families, groups and communities where appropriate
- Experience of working with whole families
- Knowledge and understanding of contemporary issues impacting on children and young people's mental health eg drugs, alcohol, health and fitness, sexual health, gangs, financial/family/social care issues etc.
- Ability to engage with people of all ages
- Experience of face to face delivery with children and young people

- Ability to empathise with the issues and needs of disadvantaged people and communities.
- Knowledge and understanding of youth work curriculum
- Problem solving: ability to ‘think on your feet’ and devise solutions without a high degree of supervision
- Ability to communicate clearly both verbally and in writing
- Good report-writing skills: ability to report clearly and effectively against targets
- Computer literate, and confident user of email, word processing and spread sheets, preferably MS Office
- Understanding of GDPR regulation and experience of working within guidelines
- Experience in adhering to Brathay’s policies and guidance, as well as other recommended and statutory requirements
- Good project management skills and methodical, with good attention to detail and well-organised
- Self-motivated and able to work unsupervised

Desirable

- Creativity: ability to be creative, generate new ideas and adopt unconventional approaches
- Direct experience of working with children, young people and families

**Education and Qualification:**

Essential

- Postgraduate or professional qualification as a children’s workforce practitioner (e.g. qualified teacher, youth worker, social worker, occupational therapist, healthcare practitioner or Counsellor)
- Current and clean driving licence, for vehicle insurance purposes, ideally you should be at least 21 years of age and have held a full, driving licence for at least one year
- Safeguarding level 2