



## Trainee Infant and Early Years Pathway Practitioner *Job Description*

<b>Service:</b>	<i>Mental Health and Wellbeing Service</i>
<b>Job Title:</b>	<i>Trainee Infant and Early Years Pathway Practitioner</i>
<b>Reports To:</b>	<i>Team Leader - Mental Health and Wellbeing Services</i>
<b>Location:</b>	<i>Hybrid position-remote and face to face with training at Exeter University, and practice from community locations countywide</i>
<b>Main Purpose of Post:</b>	
<p>This is a training role within the Children and Young People's Improving Access to Psychological Therapies Programme (CYP IAPT), delivered by NHS England and partners to improve existing young people's mental health services working in the community.</p> <p>The postholder will:</p> <ol style="list-style-type: none"> <li>1. Work under supervision, within the Early Years Team, to delivery high-quality, brief outcome focused evidence-based interventions for children 0-5 and their families</li> <li>2. Support parents who are experiencing difficulties with feeding, toileting, sleeping or persistent crying or experiencing difficult behaviour with their children</li> <li>3. Attend all university-based taught and self-study days required by Exeter University and work in service for the remaining days using newly developed skills</li> </ol>	
<b>Main Responsibilities and Duties:</b>	
<p><b><u>THERAPEUTIC SKILLS</u></b></p> <ul style="list-style-type: none"> <li>• Assess and deliver, under clinical supervision, outcome focused, evidence-based interventions to parents experiencing difficulties with their children.</li> <li>• Support and empower parents to make informed choices about the intervention.</li> <li>• Operate at all times from an inclusive values base, which recognises and respects diversity.</li> <li>• Undertake accurate assessment of risk to self and others.</li> <li>• Adhere to the service request for support protocols. Under supervision, signpost unsuitable requests to the relevant service as necessary.</li> <li>• Through close clinical case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.</li> <li>• Provide a range of information and support for evidence based psychological treatments. This</li> </ul>	

may include guided self-help. This work may be face-to-face, virtual, by telephone or via other media.

- Attend multi-disciplinary meetings relating to referrals or parents accessing treatment, where appropriate.
- Keep timely and accurate records of all activity in line with service protocols using IAPTUS and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
- Work in collaboration with children, families and communities to enhance and widen access.

#### **TRAINING AND SUPERVISION**

- Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments.
- Apply learning from the training programme to practice.
- Attend meetings with academic tutor in relation to course work to meet the required standards.
- Prepare and present case load information to Clinical Supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Respond to and implement supervision suggestions by Clinical Supervisors in practice.
- Engage in Clinical Skills Supervision to improve competences and practice.

#### **PROFESSIONAL**

- Ensure the maintenance of standards of practice according to the employer and any regulating bodies, and keep up-to-date on new recommendations/guidelines set by the relevant departments
- Ensure that confidentiality is protected at all times.
- Ensure clear objectives are identified, discussed and reviewed with Clinical Supervisor on a regular basis as part of continuing professional development
- Participate in Line Management and Probation Meetings and respond to agreed objectives
- Attend relevant training/workshops/Team Days in line with identified professional objectives

#### **Facts and Figures:**

**Young Somerset (YS)** was established in 1997 (as Somerset Rural Youth Project) with a mission to work with young people, encouraging them to take responsibility, supporting them to overcome disadvantage, and to become actively involved in shaping the communities in which they live.

**Our vision** is a Somerset where young people feel a sense of belonging, a desire to contribute to their communities and have a future that is not limited by poor access to opportunities and services. This is delivered through three strands of work: Youth Work, Alternative Learning Provision and Enterprise and Mental Health Support.

Young Somerset supports Mindline; an emotional support and mental health helpline, 9am - 10pm, 7 days a week, 365 days a year.

Young Somerset employs in the region of 120+ members of staff, apprentices and several volunteers; over half of whom work in direct support of high need young people and/or those with mild to moderate mental health needs.

The postholder will be required to work as part of team comprising 0-5 Pathway Practitioners, Children's Wellbeing Practitioners, Education Mental Health Practitioners and Wellbeing Support Practitioners. There is an expectation that the postholder will attend a number of team days during the year. There are opportunities to progress which can be discussed at interview. The role is varied and there will be times when you are expected to support members of staff from other departments in the organisation.

#### **Additional Information:**

The postholder must be able to demonstrate commitment and enthusiasm towards Young Somerset's four core values:

- Putting Young People First
- Inspiring
- Collaborating
- Going further

An Enhanced DBS clearance is required as post holder will be working in close proximity to children. This post is exempt from the Rehabilitation of Offenders Acts.

The postholder will be required to maintain a suitable, confidential space to work from home.

The postholder will be expected to work across Somerset either virtually or face to face

The salary is £27,000 for 37 hours per week.

Holiday entitlement is 27 days, plus 8 Bank Holidays.

#### **1. Qualifications**

<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• Minimum Level 5 qualification</li> <li>• Clean Driving Licence</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant degree/postgraduate degree (e.g. Psychology, Social Care, youth-related)</li> <li>• Training or qualification in counselling, nursing, social care, occupational therapy or within a specific psychological therapy</li> <li>• Experience of working in a clinical environment</li> </ul>

#### **2. Work Experience**

Essential	Desirable
<ul style="list-style-type: none"> <li>• Relevant experience of volunteering or working with young people for a minimum of two years</li> <li>• Work as part of a team – provide effective contributions with internal/external multi-professional teams</li> <li>• Demonstrate high standards of written communication</li> <li>• Experience of using IT systems</li> <li>• Personal and time management skills</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with children or young people with mental health difficulties</li> <li>• Worked in a service where agreed targets in place to demonstrating outcomes</li> <li>• Experience of managing caseloads</li> <li>• Trained and experienced in the use of risk assessments</li> </ul>
<p><b>3. Key Competencies</b></p> <p>Please read this section alongside the Young Somerset Competency Framework. This role requires the competencies at the following levels:</p>	

<b>1. Leading and Deciding</b>	
1.1 Deciding and initiating action	Desirable
1.2 Leading and supervising staff	Less Relevant
<b>2. Supporting and Co-operating</b>	
2.1 Working with people	Essential
2.2 Adhering to principles and values	Essential
<b>3. Interacting and Presenting</b>	
3.1 Relating and networking	Desirable
3.2 Persuading and influencing	Less Relevant
3.3 Presenting and communicating	Less Relevant
<b>4. Analysing and Interpreting</b>	
4.1 Writing and reporting	Desirable
4.2 Applying expertise and technology	Desirable
4.3 Analysing and Coping	Less Relevant
<b>5. Creating and Conceptualising</b>	
5.1 Learning and researching	Desirable
5.2 Creating and innovating	Less Relevant
5.3 Formulating strategies and concepts	Less Relevant
<b>6. Organising and Executing</b>	
6.1 Planning and organising	Desirable
6.2 Developing results and meeting customer expectations	Desirable
6.3 Following instructions and procedures	Essential
<b>7. Adapting and Coping</b>	
7.1 Adapting and responding to change	Essential
7.2 Coping with pressures and setbacks	Essential
<b>8. Enterprising and Performing</b>	
8.1 Achieving personal work goals and objectives	Essential
8.2 Entrepreneurial and commercial thinking	Less Relevant