



EARLY YEARS ALLIANCE
50 FEATHERSTONE STREET LONDON EC1Y 8RT

Registered as an Educational Charity

JOB DESCRIPTION

JOB TITLE: THERAPY TRAINEE – SYSTEMIC FAMILY PRACTICE
BASED: LEWISHAM
DEPARTMENT: BUSINESS DEVELOPMENT
RESPONSIBLE TO: CYP-MH OFFICER
RESPONSIBLE FOR: NONE

JOB PURPOSE:

An NHS England funded training post as part of the CYP Psychological Trainings (formerly CYP-IAPT) which involves some time working as a Systemic Family Practitioner in the Early Years Alliance CYP-MH Service and some time studying with King's College London undertaking a programme of training in Postgraduate Diploma CYP-PT: Ssystemic Family Practice..

This intensive training post will equip the post-holder to provide interventions for children, young people or families using the core principles of the CYP Psychological Training Programme and consistent with the evidence base in the area of Parent Training. The post-holder will work in the Early Years Alliance service, for at least 2.5 days of the week using the newly developed skills whilst attending the training programme or undertaking self-study days for the remaining days, as required by the education provider.

The post holder will hold an appropriate training case load and complete the necessary assignments to meet the course requirements.

SAFEGUARDING REQUIREMENT:

The Early Years Alliance is committed to safeguard and promote the welfare of children and young people. It is a requirement of all staff that they share this commitment and follow the prescribed policy and procedures to continuously promote a culture of safeguarding across the whole organisation.

MAIN DUTIES

CLINICAL:

1. With the assistance of their clinical supervisor accept appropriate referrals.
2. Assess clients for suitability for the treatment for which modality specific 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 therapeutic intervention for clients in line with their training modality and experience.
5. Involve the system around the child in treatment as appropriate, e.g. parent/carer, school, conveying therapy formulations with sensitivity in easily understood language.
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.

TRAINING AND SUPERVISION:

1. Fulfilling the requirements of and completing a PG diploma at King's College London including practical, academic, and practice-based assessments, alongside private study;
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.

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, AFT), 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; To deliver inclusive sessions of the highest quality, within a context of ongoing reflection and evaluation.
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 of safety of colleagues, families and the general public;
4. 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;
5. 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.

GENERAL DUTIES:

1. To attend in-service training as directed and required
2. To attend meetings as directed and actively participate in supervisory meetings.
3. To use internal EYA systems and structures such as Engage as required.
4. To record and provide attendance data after each session to support data collection via the agreed method.
5. To produce evaluation reports of sessions that have been delivered to show outcomes and impact.
6. To maintain confidentiality and keep accurate up to date records within data protection policies and procedures.
7. To promote and raise the profile of the Early Years Alliance
8. To perform any other duties deemed necessary to support service delivery.

EQUALITIES:

The post-holder must be aware of and respect difference and ensure that children have equality of access to opportunities to learn and develop. They must have an understanding of and commitment to equality of opportunity and anti- racism issues.

POLICIES AND PROCEDURES:

The post-holder must be aware of and comply with all the charity's policies and procedures including those relating to: bribery and corruption, child protection, confidentiality, data protection, health and safety, security and signing agreement and contracts and financial.

This job description is not an exhaustive list of duties, and you will also be required to carry out any other duties which may reasonably be required of you in accordance with the needs of the Early Years Alliance. You are also required to be flexible and adaptable with respect to your role.

PERSON SPECIFICATION:

ESSENTIAL CRITERIA:

1. Qualifications that demonstrate a capacity to complete academic work at postgraduate diploma level.
2. A registerable professional qualification (e.g. clinical or educational psychology, social work, counselling, mental health nursing, occupational therapy etc)
3. Applications **MAY** be considered from those who do not have a registerable professional training if they have at least 3 years' experience in a CAMHS or equivalent setting and can demonstrate equivalence through the RPL (recognition of prior learning) process
4. Minimum second-class Bachelor's degree from a UK University or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology, social work etc).
5. At least two years' experience of working with children / young people in a mental health setting.
6. Experience of working with safeguarding issues and excellent understanding of issues related to safeguarding children and young people.
7. Experience of multi-agency working and liaising across internal & external agencies.
8. Demonstrate good interpersonal and communication skills, including the ability to communicate effectively and sensitively with range of families, children and their schools, nurseries etc.
9. Ability to maintain a reflective stance in emotive/challenging interactions with children and their carers.
10. Ability to use supervision to reflect on and continually improve practice.
11. Ability to organise own time and diary and maintain accurate case records as required.
12. Possess excellent IT skills, using Microsoft package programmes, project management and reporting systems, internet, email etc. with confidence.
13. Capability to complete academic work at postgraduate diploma level, including IELTS or equivalent to the appropriate level for students with English as a foreign language (BAND D) <https://www.kcl.ac.uk/study/postgraduate/apply/entry-requirements/english-language.aspx>
14. Commitment to Early Years Alliance aims and strategic objectives.



15. Able to demonstrate an understanding and commitment to equal opportunities, inclusion and diversity.

NOTE: Applicants who do not fulfil the academic criteria but with relevant professional experience are encouraged to apply and will be considered on a case-by-case basis.

Desirable Criteria

1. Understanding of evidence-based practice and the ability to demonstrate how this influences clinical practice.

TERMS AND CONDITIONS:

Salary: £38,682 per annum (NHS Band 6)

Allowances: London Weighting £2,570 per annum

Hours: 35 per week / 52 weeks

Mileage Allowances: 35p per mile

Annual Leave: 25 days (*note: holidays should not be taken in term time*)

This post is exempt from the Rehabilitation of Offenders Act (1974) and does require a Disclosure and Barring Service check. Applicants must be prepared to disclose any convictions they may have and any orders which have been made against them. The level of this check is enhanced.

Pension: The table below shows what the base contributions are, and the dates they will rise. You can also choose to give more than the minimum amount should you wish.

Date effective	Employer minimum contribution	Employee minimum contribution	Total minimum contribution
6 April 2019 onwards	3%	5%	8%

JOB DESCRIPTION SIGN OFF

Date issued by Manager:

Name:

Signature:

I confirm that I have received a copy of this job description and have had any questions about it answered.



Name of post holder:

Signature:

Date: