



Application Pack

**Trainee Systemic Family Practitioner
(Children and Young People's IAPT)**



Dear Applicant,

Re: Trainee Systemic Family Practitioner (CYP IAPT)

Thank you for your interest in working for The Junction. Within the application pack you will find a Job Description, Person Specification, Equal Opportunities Monitoring Form and application form.

The Junction is a respected charity working to make a difference to the lives of children young people and their families. We are proud of our reputation and believe that all of our workers are key to establishing positive relationships, building trust, self belief, a sense of family and belonging.

We are looking for an enthusiastic, suitably qualified and experienced person with the ability, commitment and passion to train for a postgraduate qualification whilst supporting young people to rise above life's challenges.

When writing your application please ensure you address the person specification provided and highlight any information in excess of the criteria. If you would like to discuss the requirements of the post or have any questions about the role please contact **Beth Major** on 01642 756000 or via e mail at **beth.major@thejunctionfoundation.com**

Once you have completed your application please return to:

recruitment@thejunctionfoundation.com

Or alternatively post to The Junction , 19 Station Road, Redcar, TS10 1AN, please ensure your envelope is marked PRIVATE AND CONFIDENTIAL.

Please note the deadline for the applications **is noon on Tuesday 7th December 2021.**

Interviews TBC

The post is subject to relevant safeguarding procedure which includes a satisfactory Disclosure and Barring Service check. We look forward to receiving your application.

Yours faithfully,

Beth Major
Chief Executive Officer



Why work for The Junction?

Pension

We contribute 5% of your equivalent salary into your pension scheme for all eligible posts.

Staff Wellbeing Programme

Our staff Wellbeing Programme, provided through Simplyhealth, provides money back on health related treatments such as optician costs, dentist fees, physiotherapy and alternative therapies, so you aren't left to foot the bill.

Counselling Helpline

We provide access to 24hr Counselling Helpline support so you are never left to struggle if life becomes tough.

Counselling Face-to-Face

In addition to the helpline we provide access to 6 sessions of face to face counselling

Generous Holidays

Our generous holiday entitlement of 6 weeks per year plus bank holidays means you can balance your work and home life commitments.

Loyalty Holiday Bonus

We reward loyalty by offering colleagues 1 extra days holiday for every completed holiday year up to a maximum of 5 additional days. Increasing holiday entitlement to 7 weeks per year plus bank holidays for 5 completed holiday years.

Staff Development

We have a history of growing our own talent and we develop and support staff to expand their knowledge and take opportunities that become available.

Making a Difference

By being part of an extra ordinary team we work together to help transform the lives of local children, young people and families.



Within The Junction

There are a range of services within The Junction all working towards shared goals and all focused on making a difference to the lives of children, young people and their families, including:

- Youth Employment Services
- Young Carers' Services
- Youth Services
- Children and Young People's Emotional Wellbeing and Mental Health Services
- Children and Young People's Specialist Transport Services

We pride ourselves on being able to provide multiple specialist services 'under one roof' with each service interacting together to provide the best possible seamless service to children and young people. We employ multi-disciplinary teams of professionals with backgrounds in psychology, social work, counselling, youth work and youth unemployment as well as other qualified and experienced practitioners who:

- Understand the issues facing children and young people
- Have the skills to effectively support them
- Can deliver outcome focused interventions

We have developed a unique service delivery model to ensure that clients are able to access a service that supports their individual needs. However, the ethos of The Junction ensures our services do not work in silos, although we recognise the need for service identities and separate lines of accountability to stakeholders.

All of our services are person-centred, outcome-focused and outcome-driven with an increased need to evidence the impact our services have on children, young people and their families.



Expectations and Job Description

It is essential that everyone who works or volunteers for The Junction recognises how their efforts help us make a difference to the lives of so many children, young people and families who are in need of our support. It is equally important that everyone is conscious of how their role supports the Vision and Mission of The Junction and that everyone can feel a sense of pride in their work.

We are very protective of our reputation of putting children and young people at the heart of everything we do and we have a clear expectation that all of our workers believe in and work to the Values and Key Principles of the organisation.

Vision

Our vision is a world where no child, young person or family is left to struggle. We want a world where there is always someone to talk to.

Mission

To empower children, young people and their families to embrace life with confidence, facing life's challenges in a positive way.

Values	Key Principles
We listen	Children and Young People are at the heart of everything we do
We genuinely care	Our workers are the key to building strong, positive relationships
We don't judge	
We empower	Working in partnership to make change happen

Working within The Junction's policy environment

All Junction staff and volunteers are expected to work in accordance with the policies, practices and procedures of the organisation. Key to this approach is a commitment to promote and safeguard the welfare of children, young people and vulnerable adults, as safeguarding is everyone's responsibility. Similarly, all staff are expected to demonstrate a commitment to promoting and valuing diversity, being prepared to challenge the use of discriminatory language and to support and encourage non-discriminatory practice.

Personal Development

All staff are expected to make a commitment to their own personal development, partaking in training opportunities, actively participating supervision and appraisal sessions as required, and supporting the personal development of others, particularly apprentices.



Job Description

JOB TITLE: Trainee Systemic Family Practitioner (CYP IAPT)

SALARY: £21,892 pro rata

HOURS: 37.5 hours per week

CONTRACT TYPE: 12 months' Fixed Term contract (commencing in January 2021) with a possible one year extension (subject to funding).

RESPONSIBLE TO: Service Manager or delegated appropriate member of staff

ACCOUNTABLE TO: Chief Executive Officer

JOB PURPOSE:

To support vulnerable and disadvantaged children and young people with emotional and mental ill health to rise above life's challenges, build resilience, achieve positive and sustainable outcomes.

The Children and Young People's Improving Access to Psychological Therapies Programme (CYP IAPT) is a service transformation programme delivered by Health Education England and partners that aims to improve existing children and young people's mental health services working in the community. The Junction is part of a group of voluntary and community sector groups working on service transformation through delivery of evidence-based therapies, use of routine outcome measures and in full collaboration with children, young people and families.

The role available is a training role within Children and Young People's Improving Access to Psychological Therapies programme (CYP IAPT). The post holder will work within The Junction as part of a multi-disciplinary Team delivering high-quality brief outcome-focused, evidence-based interventions for children, young people and families experiencing mild to moderate difficulties.

The training and service experience will equip the post holder with the necessary, knowledge and capabilities to carry out their duties effectively within a well-respected and values-driven organisation.

The post holder will attend all Northumbria University based taught and self-study days required by the education provider and work in the service for the remaining days of the week using their newly developed skills.

The post holder will be flexible in meeting the needs of the service by carrying out clinical work across South Cleveland as the service requires.

SUPPORT: Support will be provided by the Service Manager or appropriate designated person who will carry out line management responsibilities and regular clinical and case management supervision will be arranged with suitably qualified practitioners.

PRINCIPAL DUTIES AND RESPONSIBILITIES:



Working with children, young people and their families

1. To work to provide community based and school based one to one and group support for vulnerable and disadvantaged children and young people aged 5-18 and their parents who have emotional well-being difficulties and mental ill health.
2. Be supervised, supported and assessed in the delivery of outcome focused, evidence-based interventions in a number of communities with families to deliver skilled, competent Systemic Interventions with families within which children or adolescents present with Depression and/or Self Harming behaviour and/or Conduct Disorders
3. Demonstrate skilled competence in the ability to work collaboratively with children, young people and their families in assessing and formulating/conceptualising the nature of presenting Depression, Self-Harm and Conduct Disorder, including the assessment and management of risks.
4. Make decisions on the suitability of referrals, with the support of experienced practitioner, and refer unsuitable young people on to the relevant service or back to the referral agent as necessary or step up through referral. Support with identifying suitability of presenting cases of Depression, Self-Harm and Conduct Disorder for systemic interventions.
5. Develop the ability to convene, engage and work systemically and collaboratively with families of children and young people who present with Depression, Self-Harm and Conduct Disorders
6. Developing skills in supporting children and young people experiencing mild to moderate mental health difficulties and their families and educators in the self-management of difficulties. Developing and practicing skills under supervisory support of working in partnership with children, young people, and their families in the development of treatment plans for specific interventions.
7. Attend multi-disciplinary meetings relating to children and young people where appropriate.
8. Assess and integrate any issues surrounding school into the overall process.
9. Keep records of clinical activity, collect routine outcome measures and children, young people and families evaluations. Contribute to the collation and analysis of this data.
10. To explore and evaluate clinical treatment using evaluation tools, contributing to evidence based practice.
11. Accept referrals via agreed protocols within the team and follow discharge protocols.
12. Personally and as a team, work in a young person centred approach to empower young people, to achieve sustainable positive change. Developing and learning the skills required in order to enable children and young people to collaborate and coproduce their own agreed plan of care.
13. Under supervision, undertake accurate assessments of risk to self and others.
14. Work where required with guidance and whilst maintaining confidentiality with the whole family.



15. Establish and maintain positive relationships with young people, their families, external stakeholders and the wider community.
16. Engage, along with staff that are more senior, in the signposting of referrals for children and young people and families with more complex needs to the relevant service.
17. Raising awareness of the needs of vulnerable children, young people and their families with stakeholders and the wider community.
18. Demonstrate an active commitment to making a positive difference to the lives of children, young people and their families.

Working in Teams

1. Work as part of The Junction's team(s) to provide a flexible and effective service for vulnerable children, young people and their families to achieve positive outcomes in line with organisational and the project objectives.
2. Create and maintain effective working relationships withal systems around a child including family, Head teachers, Deputy Heads, SENCO's, Pastoral Teams, mental health champions and wider teaching staff by providing advice and consultative support on emotional and mental health issues, and in relation to appropriate referral pathways for children, young people and families experiencing moderate to severe mental health difficulties.
3. Work collaboratively with all colleagues and partner agencies, including attending and reporting to relevant external meetings as directed including safeguarding, child protection and others as required.
4. Ensuring that information about the role of The Junction and its projects is publicised and promoted.
5. Work as part of The Junctions Team(s) to contribute to its strategic and organisational development including sharing experience, knowledge and where appropriate providing training and guidance.
6. Keep up to date records regarding work with children, young people and their families for monitoring purposes.
7. Contribute to the development of individual or group clinical materials or training materials and go on to develop further such materials as falls within own degree of competence.
8. To contribute to the day-to-day administration & running of The Junction's projects & services.



Working within the Junction's policy environment

1. Demonstrate a commitment which promotes and values diversity and the equality of opportunity in relation to employees, workers, service users and the wider community, challenge the use of all discriminatory language and practice and positively encourage all staff, volunteers, partners, young people and volunteers to adopt non-discriminatory practice.
2. Undertake all work in accordance with The Junctions policies and practice including but not withstanding Health and Safety, Risk Management
3. Achieve that the highest standards of customer care are met at all times
4. Positively promote the welfare of children, young people and vulnerable adults and ensure that it is recognised that safeguarding is everyone's responsibility.
5. Work and adhere to The Junctions values at all times.

Personal Development

1. Attend the IAPT Systemic Family Practitioner Training programme and successfully complete the academic and clinical requirements of this course.
2. Attend arranged clinical/ managerial supervision on a regular basis with a designated appropriate person to meet required standards. To be proactive around discussing any issues with external supervision and to highlight any potential issues to Line Management within The Junction as the first port of call.
3. Prepare and present caseload information to supervisors and case managers within the service on an agreed and scheduled basis, in order to ensure safe practice and governance obligations of the trainee, supervisor and service are delivered.
4. Respond to and implement supervision suggestions by supervisors in practice.
5. Be aware of, and keep up to date with advances in the field of treatment for common mental health problems.
6. Participate in an annual appraisal and respond to agreed actions.
7. Be committed to your own personal development partaking in personal development opportunities and undertaking training, supervision and appraisal as required. Keep coherent records of all training and clinical activity in line with The Junction's service protocols and use these records and outcome data to inform decision making.
8. Support the development and training of colleagues by sharing experience, providing training and learning experiences

Undertake other duties and responsibilities as required from time to time commensurate with the post.

PERSON SPECIFICATION	Essential or Desirable	Proposed Selection Method
QUALIFICATIONS AND TRAINING		
Hold a recognised qualification in counselling or psychological therapy	E	Application / Interview
Hold a Psychology or other health/social care/ youth-related undergraduate degree	E	Application / Interview
Is accredited with a relevant professional body (ie BACP/BABCP/BAAT/UKCP/BPS)	D	Application / Interview
Holds a recognised membership of a relevant professional body (ie BACP/BABCP/BAAT/UKCP/BPS)	D	Application / Interview
Demonstrable experience of appropriate Safeguarding training	D	Application / Interview
Ability and willingness to undertake further training and development as required within Job Description	E	Application
Demonstrable commitment to personal development	E	Application
Able to attend one day per week course	E	Interview
Able to complete academic components of the course	E	Application / Interview
EXPERIENCE		
Substantial post qualification experience as a practicing counsellor/psychological therapist	E	Application / Interview / References
Experience of working with a children and young people's mental health service	E	Application / Interview
Experience of working in a service where agreed targets are in place demonstrating outcomes.	D	Interview
Recent experience of working with a range of agencies to support vulnerable young people	D	Interview
Experience of contributing to organisational development	D	Interview
Experience of working in community based settings, particularly schools, colleges and training providers	E	Application / Interview / References
Experience of delivering presentations to professionals and young people.	D	Interview
KNOWLEDGE, SKILLS AND ABILITIES		
Good understanding of cognitive behavioural approaches	E	Application / Interview / References
Demonstrates an understanding of CYP IAPT	E	Application / Interview / References
Ability to manage own caseload and time	D	Interview / References
Knowledge of issues and challenges that vulnerable children and young people face	E	Interview



Excellent people skills-Ability to engage, build strong relationships with children and young people to build trust, motivate and empower them to meet agreed goals and outcomes	E	Interview
Good organisational skills and the ability to prioritise workloads to meet the needs of children, young people and their families	E	Interview
Ability to work with partner organisations from the public, private and voluntary sectors and especially schools.	E	Application / Interview
Able to work as part of a team	E	Application /References
Able to act on identified risk while working with vulnerable children and young people	E	Application / Interview
Understanding and experience of the need to have and work to appropriate professional boundaries	E	Application / Interview
Effective communication skills, both verbal and written and ability to understand and respond to requirements of different audiences	D	Application / Interview
Excellent case recording, report writing and case presentation skills	E	Application / Interview
Excellent IT skills – including competency in using Microsoft word and experience in using data base systems to record sessions and notes	D	Application / Interview
WORK RELATED CIRCUMSTANCE		
Willingness to work flexible hours, including evening and weekend work.	E	Application
Demonstrate an understanding of professional boundaries and appropriate relationships with people and other professionals.	E	Application
Vehicle licence and access to a vehicle or prepared to achieve within an agreed period, ability to travel as per the demands of the role.	E	Application
Prepared to work in a non-smoking environment	E	Application
PERSONAL QUALITIES		
Understanding of and commitment to The Junction's core values	E	Interview
Empathy and understanding of the needs of the client group	E	Interview
Personal resilience /self-motivated	E	Application
Friendly and welcoming	E	Interview
Ability to work in a developing service and embrace change	E	Interview
Energy and Commitment	E	Interview
EQUAL OPPORTUNITIES AND DIVERSITY		
Commitment to pursue Equal Opportunity and Non-Discriminatory practices	E	Application / Interview