

<b>Job Title:</b>	Specialist Counsellor
<b>Service:</b>	Barnsley CYPF Bereavement Service
<b>Reports To:</b>	Barnsley MHSTs Team Leader



**Service overview:**

A Children, Young People and Family (CYPF) Bereavement pilot service, commissioned by Barnsley Metropolitan Borough Council to deliver bereavement provision for both children and young people following the death of a parent (or sibling) and parents/carers following the death of a child. For children, young people, adults/carers who are residents, GP registered and/or for those (CYP) attending school in the Metropolitan Borough of Barnsley.

The service will provide education, early help and specialist support using a blend of face to face and digital interventions (remote counselling, guided self-help, online counselling) to maximise access and choice. The evidence-based interventions delivered by the counsellor will include psychoeducation, brief interventions and counselling.

The key aims of the service are to:

- Create an easily accessible service that enables all CYPF to receive information, advice and further support including counselling when they need it, and to reduce the likelihood of escalation to specialist services at a later date.
- Enable the wider education, health, social care system to provide bereavement support, by raising awareness, upskilling the wider workforce and developing appropriate care pathways to meet CYPF needs. The service will have a universal, targeted and specialist approach.

The service will adopt a stepped care and 'no wrong door' approach working proactively with priority partner agencies to deliver holistic multi-agency care based on early identification of need, risks and protective factors. The service will deliver interventions via targeted outreach on a 1:1 and group basis, operating by appointment from a range of accessible, CYPF friendly settings including schools.

**Service organisation:**

The service is located and fully integrated within the Compass Barnsley Mental Health Support Teams (MHSTs) in education, which is a borough-wide prevention/early intervention service, made-up of five locality skill-mix teams comprising: Supervising Practitioners, Trainee/qualified Emotional Mental Health Practitioners (EMHPs), Assistant EMHP, Family Practitioner and Health Peer Relationship Practitioner.

The MHST team is led and managed by a Service Manager and 3 Team Leaders with support

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from a Senior Administrator and Administrator. The team will consist of registered professionals such as nurses, BACP accredited counsellors and appropriately qualified health and wellbeing staff from a range of health, social care and education backgrounds. Staff will be required to work within their competency as a part of a whole team approach to deliver the full-service offer.

**Purpose of the role:**

The Counsellor will operate on an outreach basis, with responsibility for delivery of the service within a variety of community locations including schools. The Counsellor will hold a caseload of children, young people and families/carers (CYPF) presenting with bereavement needs, offering a holistic service with an accessible no wrong door approach and provide specialist counselling to CYPF requiring and agreeing to receive that level of intervention.

It is anticipated that the Counsellor will have generic service responsibilities completing tasks including the creation of age-appropriate resources that partner agencies can use with CYPF, targeted outreach, facilitating workforce training and holding a counselling caseload (for children, families and adults with greatest needs). The workload will be subject to demand and based on business need.

The Counsellor will complete holistic assessments and provide specialist expertise to the Barnsley MHSTs and other education, health and social care professionals, supporting wider understanding, competence and confidence through the delivery of training and routine professional consultation. They will strengthen integrated referral and care pathways and provide guidance and support to facilitate skills and knowledge to identify and put in place the appropriate support for CYPF who experience bereavement, grief and loss.

The purpose of the role can be broken down into three distinct areas:

- Universal
  - Developing information and advice, digital resources and service offer promotion
  - Developing a bereavement module of training for mental health and wider professional workforce
  - Supporting and informing the mental health system wide training review
  - Delivery of workforce training and resources
  
- Targeted
  - Consultation/brief advice with professionals and families (including case allocation)
  - One to one counselling for those CYPF with low needs (primarily bereavement) and case management
  - Equipping MHST staff to deliver bereavement support (who also in turn can upskill education staff)
  - Supporting digital therapeutic interventions as a virtual coach

- Supporting and developing local peer networks and support groups, including volunteer support workers (e.g. Barnsley Bereavement Service) and linking in alternative therapy providers and local support groups
- Specialist
- Holistic assessment (primarily bereavement) and case management
- Referral & care pathway development for bereavement
- One to one counselling for those CYPF with moderate/severe needs (as part of a multi-agency specialist package of support)
- The caseload of Bereavement Counsellors will include a cohort of children and young people dealing with complicated grief, multiple traumas, and often death of a family member through suicide. Evidence suggests risk of child death by suicide for these children is increased
- Multi-agency liaison including safeguarding
- Involvement in the care pathway steering group

## **Key duties and responsibilities:**

### **1. Service delivery**

- 1.1** To provide evidence based structured counselling and support to CYPF throughout the Metropolitan Borough of Barnsley who access the Compass Barnsley CYPF Bereavement Service.
- 1.2** Keep coherent records of all training and clinical activity in line with both health, education and adult service protocols and use these records and outcome data to inform decision making.
- 1.3** To provide expert advice and guidance to the MHSTs and wider professionals to increase their skills, knowledge and confidence of managing and responding to bereavement.
- 1.4** To support families holistically through times of bereavement, grief and loss.
- 1.5** Undertake risk assessments for children and young people where risk is identified and complete safety plans with children, parents and schools (as appropriate).
- 1.6** Carry out holistic health assessments on CYPF accessing the service, where bereavement is the primary reason for referral, or support an assessment where bereavement is a risk factor and ensure timely support or referral to appropriate services.
- 1.7** Work within a hybrid, planned yet responsive, approach delivering sessions face-to-

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face in schools, family centres and on virtual platforms.

- 1.8** Develop and maintain close working relationships and provide an interface with key external agencies including CAMHS, Adult Mental Health and children's/adult's social care, General Practitioners. To raise awareness of their role in identifying and supporting CYPF experiencing bereavement.
- 1.9** To deliver services throughout the Barnsley Metropolitan Borough area, working within an identified number of CYPF friendly settings including schools/colleges.
- 1.10** Contribute to wider workforce development by delivering training on bereavement, grief and loss. Provide expert advice to professionals in multi-agency settings/meetings including developing their own policies/procedures.
- 1.11** Deliver time limited structured psychosocial and/or counselling to CYPF with mild to moderate mental health concerns.
- 1.12** Provide step up support for CYPF who have complex needs by ensuring appropriate referrals to specialist CAMHS and other health and social care agencies.
- 1.13** Promote positive team working and contribute to service development through leading on bereavement; knowledge of which will be shared with the team in order to upskill colleagues.
- 1.14** Initiate referrals to specialist CAMHS, Adult Mental Health, Children and Family Services when the CYPF is deemed at risk of harm.
- 1.15** Promote the Barnsley CYPF Bereavement Service and MHSTs positively to other agencies and professionals.
- 1.16** Deliver interventions that are researched, evidence based and approved for delivery with children and young people
- 1.17** Work flexibly to ensure equitable access to the Barnsley CYPF Bereavement Service including some evening and weekend working.
- 1.18** Support the production of service reports as requested by commissioners and key partners.

## **2. Developing and maintaining relationships**

- 2.1** Actively work towards developing and maintaining effective working relationships both within and outside Compass.
- 2.2** Seek the opportunity for collaborative working and proactively initiate and sustain

such relationships via joint working partnerships.

- 2.3** Build strong links with key departments within Compass and develop key relationships with colleagues in other services.

### **3. Managing self**

- 3.1** Prioritising own workload within agreed objectives, and deciding when to refer to others as appropriate.
- 3.2** To attend regular clinical supervision as required.
- 3.3** Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Barnsley CYPF Bereavement Service.
- 3.4** Follow and adhere to the standards and guidelines set for relevant professional accreditation such as BACP to ensure a compliance with professional standards
- 3.5** Attend mandatory and core training specific to the role.
- 3.6** Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.
- 3.7** Take responsibility for own and others' health and safety in the working environment.
- 3.8** Comply with the policies and procedures of Compass.
- 3.9** Ensure that a professional service and image is maintained at all times.
- 3.10** Ensure own actions support the equality, diversity, rights and responsibilities of individuals. Promote and adhere to equality of opportunity and diversity within Compass.
- 3.11** Adhere to Safeguarding of Children and Young People and Vulnerable Adults policies and procedures, sharing Compass commitment to safeguarding and promoting the welfare of children, young people and adults at risk.
- 3.12** Work independently within a co-location and multiple host environments.

### **4. In addition to these functions the post holder is expected to:**

- 4.1** In agreement with the line manager carry out such other duties as may be reasonably expected in accordance with the grade of the post.
- 4.2** Collate and deliver any data and information to evidence the work to support the

pilot.

- 4.3** It is essential that the post holder carries out their work within the context of relevant legislation including Working Together to Safeguard Children 2018; The Care Act 2014, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures.

**Key Performance Indicators (KPIs):**

To be confirmed.

**Key Working Relationships:**

The post holder is required to build effective operational and sustainable partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include:

- Public Health Nursing team
- CAMHS
- Child bereavement midwife
- Adult Mental Health Service
- Head teachers, education and pastoral staff
- School Health Safeguarding Service Team
- MASH/CSC/ASC
- Children and Family services
- Youth Council and other children, young people and parent forums
- Hospitals & hospices
- Police & Family Liaison Officers
- Funeral directors/Coroner & Coroner Officers
- Other voluntary organisations, including bereavement support

**Financial Responsibilities:** None

**People Responsibilities:** None



## PERSON SPECIFICATION

Attributes	REQUIREMENTS	Essential/Desirable (E/D)	Identified By
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• An accredited counsellor (BACP or equivalent)</li> <li>• Relevant further or higher education qualification for example NVQ health and social care, youth work diploma, diploma in social work, relevant degree.</li> <li>• Specialist training in bereavement at NVQ Level 3 or equivalent/above.</li> </ul>	E D E	Application form  Certificates
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Significant experience of delivering interventions relevant to each of the stages of grief on a 1:1 and group basis.</li> <li>• Experience of supporting and monitoring progress of CYP, adjusting treatment plans to enable them to live fulfilling lives.</li> <li>• Experience of facilitating sessions with family members and caregivers to better understand the stages of grief.</li> <li>• At least 2 years' relevant post qualification experience working with CYPF.</li> <li>• Relevant experience of working with children, young people or families with emotional health and wellbeing</li> </ul>	E  E  E D  E	Application form    Interview and interview exercise

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	<p>needs.</p> <ul style="list-style-type: none"> <li>• Experience of supporting people with co-existing physical, mental, and emotional conditions.</li> <li>• Experience of safety planning with children, young people and families.</li> <li>• Experience of collaborating with education, health professionals and wider service areas to develop comprehensive recovery plans.</li> <li>• Advocacy, offering guidance and mentoring support.</li> <li>• Delivery of professional training and consultation.</li> <li>• Working with vulnerable families.</li> <li>• Involving children and young people and their families in design, delivery and development of services.</li> <li>• Caseload management responsibilities.</li> <li>• Developing partnerships with key stakeholders such as Children and Young People’s Mental Health Service, schools etc.</li> <li>• Report writing: conducting data analysis and identifying trends, gaps and devising appropriate plans to address key issues.</li> </ul>	<p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>D</p> <p>D</p> <p>E</p> <p>D</p> <p>D</p>	
<b>KNOWLEDGE &amp; UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Understanding bereavement and loss in children, young people and adults.</li> <li>• Exhibit exceptional insight into the psychology of loss.</li> <li>• Understanding of Adverse Childhood Experiences (ACE’s) and the impact of trauma on child outcomes.</li> <li>• Safeguarding ‘Working Together’ ‘Intercollegiate’ and</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Application form</p> <p>Interview</p>



	<ul style="list-style-type: none"> <li>safeguarding adults guidance and legislation.</li> <li>• Developmental needs of children and young people,</li> <li>• Confidentiality and consent.</li> <li>• Fraser competency and mental capacity.</li> <li>• Mental health and emotional wellbeing.</li> <li>• Engaging in supervision.</li> <li>• Evidence based practice .</li> <li>• The need for evidence and statistical data collection, and achieving targets.</li> <li>• Equality and Diversity guidance and legislation.</li> <li>• Data Protection guidance and legislation.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>	
<b>SKILLS &amp; ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills: written and oral, to effectively engage with children, young people, families and other key stakeholders.</li> <li>• Team player and a dynamic personality.</li> <li>• Self-motivated and able to work independently with minimal supervision whilst accessing appropriate support when required.</li> <li>• Multi-agency and partnership working.</li> <li>• Good organisational skills including time management and planning workload.</li> <li>• Ability to motivate and persuade others.</li> <li>• Solution focused.</li> <li>• Able to work under pressure able to manage changing priorities.</li> <li>• Recognition and escalation of safeguarding concerns</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<ul style="list-style-type: none"> <li>contributing to risk management.</li> <li>• Competent in the use of management information systems.</li> <li>• IT skills including the use of email, internet, Microsoft Office.</li> <li>• Innovative with a willingness to influence developments within the team.</li> <li>• Ability to analyse information and develop interventions in response to the needs of children, young people and families.</li> <li>• Have an empathic, inclusive and person-centred approach.</li> </ul>	<p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p>	
<b>CIRCUMSTANCES – PERSONAL</b>	<ul style="list-style-type: none"> <li>• Flexible approach to working in different settings depending upon service and service users need.</li> <li>• Ability to undertake the demands of the post with reasonable adjustments where required.</li> <li>• Flexible work pattern – as service requires, including some evening and weekends.</li> <li>• Enhanced DBS check.</li> <li>• Full UK driving licence and access to vehicle.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>Interview</p> <p>References</p>