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| **Job Title:** | Child In Care (CIC) Practitioner |  |
| **Service:** | Coventry SHINE & RISE CIC (Children In Care) Team |
| **Reports To:** | Service Manager |
| **Band** | Grade D - £28,684 - £33,673 |
| **Service Overview:** The Coventry Emotional Health and Wellbeing Service ensures Children, Young People and Families (CYPF) access the right help, at the right time, in the right setting, helping to remove duplication and avoid CYP/families being ‘bounced’ in between services. Compass has a successful track record in early intervention health and wellbeing services for children and young people. We use a wide range of creative and dynamic methods of engagement, including digital interventions, across community and educational settings. Adopting a values-based approach is at the heart of what we do; through collaboration and coproduction with stakeholders our services continually evolve, directing resources based on evidenced need. We are incredibly excited and proud to be a trusted 3rd Sector provider enabling us to develop innovative methods to make a real difference to the lives of children, young people and families in Coventry.The service will support CYP and families providing extra capacity for early intervention support within the community and across Coventry. |
| **Service Structure:** The Coventry Rise CIC (Mental Health) Team is a service developed in response to the Coventry CAMHS Transformation Programme, starting in 2017. This is a specialist service bringing together Compass, NHS Rise CAMHS services and social care services for children in care. Our priority is to meet the mental health and emotional wellbeing needs of vulnerable young people in care and support their carers.The focus of our service is initially on supporting social workers and carers to improve the young person's mental health and wellbeing, as well as undertaking specialist assessment and intervention where required. Helping to provide stable and secure placements is a key priority before further therapeutic intervention for young people. We provide support to Coventry CIC carers and young people within Coventry and a 20 miles’ travel distance. |
| **Job Role Purpose:**The post holder will work within the CAMHS CIC Service (a service delivered in partnership between Compass SHINE and Coventry & Warwickshire Partnership Trust). The postholder will be integrated within CWPT’s CIC Team, involved in the development and delivery of a range of individual and group based therapeutic interventions to children in care, carers and professionals.The post holder will be part of a highly responsive and holistic service, you will hold a caseload and will promote the emotional well-being of children in care with mild to moderate emotional health needs. You will work autonomously under indirect supervision within a multidisciplinary team. This involves the assessment, planning, implementation, and evaluation of person-centred care for the child or young person. The support you provide will be evidenced based and tailored to the needs of children in care, whilst working closely with carers and allied professionals on an individual and in a group setting. You will work collaboratively with young people and their carers incorporating the use of outcome measures for the intervention provided. The input you provide will include specific emotional wellbeing support, consultation, and training to staff within the service and other agencies where appropriate and will match the knowledge requirements of the post.  |

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| **Key Duties and Responsibilities:**1. **Therapeutic Assessment and Intervention**
	1. Assess and deliver goal-based intervention for children and young people experiencing mild to moderate emotional wellbeing needs working at all times in collaboration with children, young people and families.
	2. To provide therapeutic support in line with relevant professional qualification.
	3. To act as a ‘keyworker’ for a designated caseload of children in care and carers, developing individual packages of support, and reviewing these in line with protocols of the service.
	4. To provide person-centred 1:1 support to children in care and/or their carers across Coventry (face-to-face, telephone or web based).
	5. Work effectively with children and young people to develop plans for interventions and agreed outcomes.
	6. Support and empower young people, their parents / carers and families to make informed choices about the interventions being offered.
	7. Operate at all times from an inclusive values base, which recognises and respects diversity.
	8. Accept referrals according to agreed local and national protocols.
	9. To provide supported signposting to children in care and carers, assisting them to access other agencies, particularly where there are specific support needs.
	10. Undertake and record accurate assessment of risk and need, operate clear risk management processes in line with locally agreed procedure including the safeguarding protocols of the employing organisation and local safeguarding boards.
	11. Through supervision and management escalate concerns where the level of need or risk is beyond the scope of practice of the post holder.
	12. Provide a range of information and support for evidence based guided self-help.
	13. Practice, evidence and demonstrate an ability to manage own caseload in conjunction with the requirements of the team.
	14. Attend multi-agency meetings relating to children and young people referred to or in the care of service.
	15. Keep clear, professional and accurate records of all activity undertaken in practice.
	16. To participate in the delivery of services at Navigation Hub, including general advice and information, triaging referrals, and signposting.
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# Training and Supervision

* 1. Continue to apply learning gained directly to practice.
	2. Prepare and present case load information to supervisors within the service on a scheduled basis to ensure safe practice and the governance obligations of the

service delivered.

* 1. Respond to and implement supervision suggestions by supervisors in practice.
	2. Engage in and respond to personal development supervision to improve competencies and practice.
	3. To disseminate research and service evaluation findings in appropriate formats through agreed channels.

# Professional

* 1. Ensure the maintenance of standards of own professional practice according to both the postholder’s employer.
	2. Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
	3. Ensure that confidentiality is always protected.
	4. Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact within the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
	5. Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
	6. Participate in individual performance review and respond to agreed objectives.
	7. Keep all records up to date in relation to Continuous Professional Development and the requirements of the post and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.

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| 1. **Other**
	1. This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
	2. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
	3. The post holder is expected to comply with all relevant Compass policies and procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.
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| **ESSENTIAL** |
| **QUALIFICATIONS** | * Relevant qualification in emotional wellbeing/youth work/psychology/counselling; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or families, social care.
* Formal training in Trauma, Mental Health Awareness and a Youth Mental Health First Aid Certificate are desirable alongside coaching & mentoring experience.
* We will consider existing qualifications alongside experience of working with children and young people and a willingness to undertake additional ‘on-the-job’ training.
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| **SKILLS/ COMPETENCIES** | * Ability to carry out 1:1 therapeutic emotional health and wellbeing interventions with children, young people and families.
* Ability to facilitate/deliver group wellbeing programmes.
* Ability to deliver emotional wellbeing awareness training with staff groups.
* Ability to complete comprehensive emotional wellbeing assessments, including risk assessments, and to plan, implement and evaluate interventions
* Ability to record and communicate risk appropriately.
* Ability to take appropriate action to mitigate or manage risk and/or safeguarding.
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| **KNOWLEDGE** | * Knowledge of emotional health and wellbeing needs for children, young people and families.
* Knowledge of safeguarding issues.
* Knowledge of capacity and consent issues including Gillick competence
* An understanding of the development, emotions, social and educational issues of CYP
* Knowledge of local and national mental health provision
* Knowledge of the Children’s Act and legislation pertinent to children
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| **PREVIOUS EXPERIENCE** | * Experience of working with children and young people, their families and others in a mental health setting for a minimum of one year
* An awareness of range of needs of needs of individuals from diverse, ethnic, cultural and social backgrounds
* Experience of working and liaising with a wide variety of agencies and stakeholders.
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**PERSON SPECIFICATION**

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| **SPECIALIST EXPERIENCE** | * Experience of working with children and young people who have social, emotional and/or behavioural difficulties.
* Experience of working with a range of emotional wellbeing needs e.g anxiety, low mood.
* Experience of the delivery of specific emotional health or pastoral wellbeing support to CYP.
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| **SPECIFIC ATTRIBUTES** | * Full enhanced and current satisfactory DBS disclosure for the role.
* Ability to work independently
* Ability to personally manage a complex caseload.
* Excellent oral, written and listening, communication skills.
* Ability to build rapport and trust with young people
* Ability to model appropriate behaviours to both colleagues, CYPF
* Ability to set and maintain clear and appropriate boundaries
* Willingness to study further if required
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| **PERSONAL QUALITIES** | * Self-motivated
* Enthusiastic and resilient
* Patient, tolerant and sensitive
* Able to travel to meet the requirements of the post.
* Team player.
* Excellent time management and organisational skills.
* Able to meet the physical requirements of the role after reasonable adjustments have been made for any illness or disability.
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| **Other**  | * Able to work all year round and flexibly as part of a team to best meet business need.
* Possession of full UK driving licence and access to vehicle.
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| **DESIRABLE CRITERIA** |
| **QUALIFICATIONS** | * A further relevant degree qualification.
* Youth Mental Health First Aid trained
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| **SKILLS/ COMPETENCIES** | * Ability to upskill other professionals regarding emotional wellbeing awareness.
* Ability to conduct other group therapeutic interventions with children and their families.
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| **KNOWLEDGE** | * Knowledge of the functional operation of specialist Children and Young

People’s Mental Health and Emotional Wellbeing services teams. |
| **PREVIOUS EXPERIENCE** | * Experience of working with children and their families in a healthcare setting.
* Experience of working with children and their families in an education setting.
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| **SPECIALIST EXPERIENCE** | * Experience of monitoring and recording outcome measures for

children’s emotional wellbeing.* Experience of navigating complex social systems and environments, who may have conflicting priories or agendas.
* Experience of working with children in care.
* Experience of working with other vulnerable groups.
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| **SPECIFIC ATTRIBUTES** | * Proven commitment to continuous professional development.
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