

# Wellspring Academy Trust Job Description HR3



<b>Job Title:</b>	<b>Therapeutic Counsellor/ CYP CBT Practitioner</b>
<b>Salary:</b>	<b>£28,489 - £30, 253 FTE</b>
<b>Department:</b>	<b>Positive Regard</b>
<b>Responsible for:</b>	<b>Delivery of Psychological interventions to Children and Young People &amp; Staff</b>
<b>Location:</b>	<b>Leeds Area</b>

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## Summary of Job Role

- Working clinically delivering high quality therapeutic support to children and young people who are experiencing a range of emotional and mental health problems.
- Work directly with identified schools within the Trust
- Provide therapeutic support to staff members who may be experiencing mental health difficulties.
- To provide recommendations to the school, parent/carers to support any self-help strategies suggested.
- The role is to work across mainstream and alternative provision academies who are part of Wellspring Academy Trust.

## Core Functions

The postholder to work as an autonomous and responsible practitioner, to engage in.

- Conduct clinical assessments, in response to referrals, to support understanding of presenting difficulties and aid formulation of treatment approach. Working at all times in collaboration with and giving respect to the education function of the setting.

- Delivering psychotherapeutic and/or evidence-based interventions for children and young people in education setting with a range of mental health problems.
- Offer 1:1 and group-based sessions to children and young people based on need and developing ongoing resources and session materials, as and when needed.
- Supporting and facilitating staff in the education settings to identify and where appropriate manage issues related to mental health and wellbeing.
- Demonstrate excellent Communication and Relationships Skills
- To provide and receive complex and sensitive information in a tactful, reassuring and empathic manner. Ensuring barriers such as language or cultural differences are addressed and managed.
- Work with the schools and parents to sign post to other specialist services where appropriate, for example CAMHS.
- Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
- To work systemically – working with school, parents and others agencies.
- Understand the impact mental health has on the parent's ability to parent their child.
- Providing ad hoc consultation support to school staff who may be concerned about a child or young person in their care.
- Undertake and record accurate assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the educational setting and Local Safeguarding Board guidance.
- To have a thorough knowledge of the Mental Health provision locally and nationally.
- Provide mental health and wellbeing support via the staff helpline for the academies to access advice and support for themselves or the children and young people within the academy.
- Providing advice, support and sharing of strategies with school and parents to ensure a consistent and holistic approach to improving outcomes.

Examples of key professional relationships:

- Designated Mental Health Lead in education setting
- Safeguarding lead
- Line Manager
- Clinical Supervisor
- Local CAMHS providers

### **Professional Responsibilities**

- Ensure the maintenance of standards of own professional practice accordance to the postholder's regulatory body in which they are enrolled.
- Ensure that confidentiality is always protected.
- Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact with in the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
- Participate in individual performance review and respond to agreed objectives.
- Attend relevant educational opportunities in line with identified professional objectives.
- Access regular supervision of own practice in accordance with professional code of conduct.
- Operate at all times from an inclusive values base, which recognises and respects diversity.

### **Planning and Organisational Responsibilities**

- To plan and organise own day to day tasks.
- Plan, organise and implement tasks, activities and care programmes for identified CYP's.
- In collaboration with the service user, plan and organise interventions specific to their individual needs and within the remit of their care plan.
- Keep clear, confidential professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making.

### **Standard Duties in all Trust Job Description**

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
- Show a commitment to ensuring that children and young people learn in a safe environment
- Participate in relevant and appropriate training and development as required.

### **Method of Working**

The Wellspring Academy Trust expects all staff to work effectively and co-operatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring Team members are expected to respect confidentiality and safeguarding practices at all times.

### **Public Relations**

Considerable importance is attached to the public relations aspect of our work. Members of the Team must project a positive image of the Trust at all times and through all activity.

### **DBS Certificate**

The Wellspring Academy Trust takes its duty to safeguard the young people with which it works seriously.

All Wellspring Team Members are required to undertake a Disclosure and Barring Service (DBS) check.

## Wellspring Academy Trust Person Specification

		Essential / Desirable	How Identified
Section	Information		
<b>Education and Training</b>			
	Post-graduate Qualification or Masters in CBT and/or Counselling/ Psychotherapy.&	E	A/I
	BACP accreditation, UKCP or BP registration (or awaiting accreditation)	E	A/I
	Further therapeutic training or qualification in working with children and young people	D	A/I
<b>Experience</b>			
	Experience of working for a telephone counselling service	D	A/I
	Minimum of 2 years post qualification experience	E	A/I
	Minimum of 1 years' experience working with children and young people	E	A/I
	Experience of working with a school setting	D	A/I
<b>General and Specialist Knowledge</b>			
	An understanding of the developmental, emotional, social and education issues of children and young people	E	A/I
	Knowledge of a wide range of evidence-based therapeutic interventions	E	A/I
	Experience of providing a wide range of evidence-based therapeutic interventions to children, young people and adults	E	A/I

	Minimum of 100 post qualification, clinically supervised hours	E	A/I
	Knowledge of local CAMHS and mental health services	E	A/I
	Knowledge of the children's act and legislation pertaining to children	E	A/I
Skills and Abilities			
	A non-judgmental outlook and a willingness to work with all kinds of people	E	A/I
	Excellent observation and listening skills	E	A/I
	Patience, tolerance and sensitivity	E	A/I
	An understanding of your own attitudes and responses	E	A/I
	A belief that all clients are able to make positive changes	E	A/I
	An appreciation of confidentiality issues	E	A/I
	Challenging any inconsistencies in what clients say or do	E	A/I
	Enthusiasm and tolerance	E	A/I
Additional Requirements			
	Good oral and written communication skills	E	A/I

	Ability to work effectively as a team member	E	A/I
	A willingness to develop practice to provide personalised innovative strategies to engage children and young people	E	A/I
	Full clean driving licence and own transport	E	A/I
	Operate with the highest standards of personal/professional conduct and integrity	E	A/I
	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust	E	A/I
	Willing to undertake training and continuous professional development in connection with the post	E	A/I
	Work in accordance with the Trust's values and behaviours	E	A/I
	Able to undertake any travel in connection with the post	E	A/I
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude	E	A/I
	Satisfactory DBS disclosure to work in an environment dealing with young people	E	A/I
	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults	E	A/I
	A commitment to safeguarding and promoting welfare for all	E	A/I