

## Job Description and Person Specification

<b>Job title:</b>	Trainee CBT Therapist
<b>Directorate:</b>	People
<b>Service:</b>	Education Services
<b>Team:</b>	Mental Health Support Team
<b>Post number:</b>	
<b>Salary grade:</b>	Grade I
<b>Work location:</b>	Market Street
<b>Reports to:</b>	Senior Educational Psychologist (MHST)
<b>Supervises:</b>	N/A

### Job Purpose

The Trainee CBT Therapist roles have been created as part of West Berkshire's multi-disciplinary Mental Health Support Team. These roles are critical to providing needs led and goal focused support to vulnerable young people with emerging emotional or mental health issues and low self-confidence. Vulnerable young people do not always feel comfortable or safe accessing traditional intervention modes and benefit from a strength and needs focused approach improving their resilience and emotional health outcomes.

The aim, by supporting children, young people and families, is to strengthen resilience and coping skills enabling them to improve their wellbeing, attainment and life chances, and so reducing the pressure on specialist CAMHs and medical services.

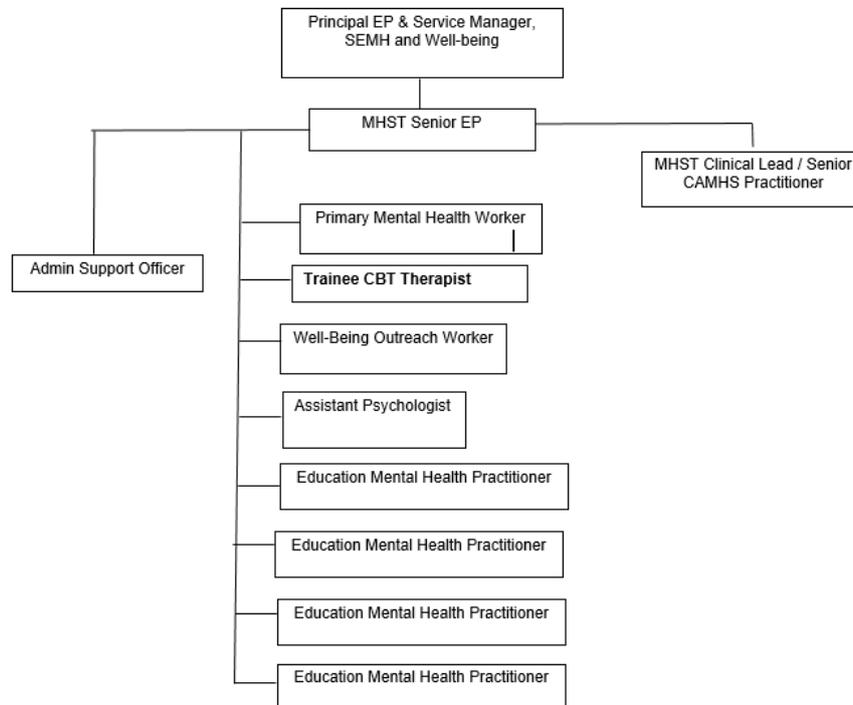
The Trainee CBT Therapist roles deliver evidence-based low intensity interventions to children and young people in schools in accordance with NICE guidelines. The role is part of a multi-disciplinary Mental Health Support Team that services a cluster of secondary and primary schools.

The successful candidates will be undertaking a Postgraduate Diploma in Evidence-Based Psychological Treatment for Children and Young People (CBT Route) at Reading University; this is a year-long course which will include a mix of university and work placement days and includes a significant academic component.

The course the post holder will be completing at the University of Reading as part of this role is a Level 2 accredited course with BABCP. This means that upon completion trainees will meet criteria to apply for provisional accreditation as a CBT therapist with the BABCP.

## Structure Chart

**West Berkshire MHST Structure Chart 2022**



## Main Duties and Responsibilities

As well as undertaking the Postgraduate Diploma in Evidence-Based Psychological Treatment for Children and Young People (CBT Route) at Reading University, the post holder will be expected to work as part of a dynamic mental health team in a creative environment where evidenced-based interventions, new ideas, ways of working and supporting young people are actively encouraged. This approach requires flexibility and adaptability, and above all a passion for working and building effective working relationships with young people.

The post holder will be supervised and supported by experienced mental health practitioners, and will work closely with professionals supporting young people. The primary duties and responsibilities include:

- To offer specialist consultation and advice to the Mental Health Support Team and other associated colleagues on aspects of mental health and wellbeing.
- To identify and respond to serious/urgent risks or concerns and make decisions to escalate referrals to specialist or safeguarding services when required.
- To direct children and their families, via Triage and Mental Health Surgeries, to the most appropriate service in order to meet their emotional needs.
- To offer Cognitive Behavioural Therapy to children, young people and their families especially those with a higher level of complexity.
- To lead by example, modelling restorative values and practice, to ensure effective

## Main Duties and Responsibilities

partnership working which engages all partner agencies and sectors, to support multi-agency practice with children, young people and adults; to improve outcomes for West Berkshire's children and families.

- To provide formal and informal training and education to all agencies involved with the emotional health of young people.
- To evaluate the outcomes for children and work in partnership with colleagues to ensure the effectiveness of the Mental Health Support Team.

## Other Responsibilities

- To promote equality as an integral part of the role and to treat everyone with fairness and dignity.
- To recognise health and safety is a responsibility of every employee, to take reasonable care of self and others and to comply with the WBC Health and Safety policy and any service-specific procedures / rules that apply to this role.

The role is flexible and the list of main tasks and responsibilities is not exhaustive.

## Scope (impact on/control of resources, people, money etc)

The Mental Health Support Team provides support to children and young people (CYP), families and schools with mild to moderate mental health needs such as anxiety and low mood/depression. The MHST is a multi-disciplinary team including Senior Educational Psychologists, Senior CAMHS Practitioner and Education Mental Health Practitioners. Within the structure of the team some practitioners provide support for those with mild mental health needs. Due to the training and level of experience/skills required this post holder will be responsible for assessing, intervening and providing safety plans for those with moderate mental health needs and will be working with some of the most vulnerable young people in West Berkshire schools. This can include CYP who may be engaging in self harm or have suicidal ideation. They must comply with local Safeguarding, Lone Working, and Data Protection policies.

Another key responsibility of this role will be to provide school staff and other professionals with training and consultation on aspects of mental health and wellbeing.

There are no direct budgetary or resource responsibilities with this post.

## Person Specification

Qualifications	Essential/ Desirable	Internal Use Only
<p>Meet the criteria for CBT training and also have a BABCP – recognised professional background in mental health or related areas. This means having a recognised Core Profession. You can find out whether you have a recognised Core Profession at <a href="https://babcp.com/Accreditation/Provisional-Accreditation/Core-Professions">https://babcp.com/Accreditation/Provisional-Accreditation/Core-Professions</a></p> <p>If you do not have a Core Profession, you must complete a portfolio of evidence to show that you have equivalent training and experience. This is known as the Knowledge, Skills and Attitudes portfolio (KSA). You can find out more on the KSA portfolio here: <a href="https://babcp.com/Accreditation/Provisional-Accreditation/Knowledge-Skills-and-Attitudes">https://babcp.com/Accreditation/Provisional-Accreditation/Knowledge-Skills-and-Attitudes</a></p> <p>Prior to interview, you must have completed a self-statement for KSA criterion 4. Please see the BABCP website for guidance and exemplars.</p>	E	1
<p>Relevant Honours Degree (e.g. psychology, mental health, etc.) graded at 2.2 or above <b>or</b>;</p> <p>If a candidate has a recognised core profession (see above) but does not have an Honours degree or has an award of 2.3 or below, they will be asked to provide evidence of successful study at Level 6 or equivalent <b>and</b> be required to pass a pre-entry essay, marked at Masters level prior to acceptance on the training programme.</p>	E	2
<p>Registered with an approved professional body e.g. HCPC, ACP.</p>	D	1
<b>Experience</b>		
<p>Experience of working with children and young people, their families and others</p>	E	1
<p>Experience working in primary and/or secondary school settings</p>	D	1
<p>Experience of working and liaising with a wide variety of agencies and stakeholders</p>	D	2
<p>Experience working with vulnerable young people, and/or young people experiencing emotional and mental health difficulties in individual and group settings</p>	E	2
<p>Experience working in a multi-disciplinary team</p>	D	3
<p>Experience of maintaining records and databases</p>	D	4
<b>Knowledge and understanding</b>		
<p>Specialist knowledge of child and adolescent mental health.</p>	D	1
<p>Knowledge and understanding of guidelines around evidenced based practice in mental health and public health.</p>	D	2
<p>Understanding responsibilities in relation to Safeguarding children and young people</p>	E	1
<p>Knowledge of solution focused problem solving and cognitive behaviour techniques.</p>	D	3

Understanding of restorative practices, resilience and strength-building approaches.	D	4
Knowledge of effective tools for analysing outcome measures.	D	5
<b>Skills and abilities</b>		
Able to recognise and assess children and young people with a wide range of clinical and behavioural presentations.	D	1
Able to develop and deliver psycho-educational workshops to children, young people and families, and other professionals where appropriate.	D	2
Ability to assess risk, to record and communicate it appropriately and to take appropriate action to mitigate or manage risk.	D	3
Able to use Microsoft Office (Word and Excel) to an intermediate level (e.g. able to use most of the systems functions without assistance).	E	1
<b>Work-related personal qualities</b>		
Tact, diplomacy, confidentiality and sensitivity.	E	1
Good organisation and prioritisation skills.	E	2
Friendly and approachable manner with service users and other professionals.	E	3
Ability to work under pressure and to deadlines.	E	4
Driven, self-motivated, and seeking opportunity to be a part of and grow within a new and innovative approach to supporting children and young people's emotional health.	E	5
<b>Other work-related requirements</b>		
This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2017; the requirement to fulfil all spoken aspects of the role with confidence in English applies.	E	1
Enhanced DBS check with relevant barred list/s	Yes	n/a
Is this post politically restricted?	No	n/a
Full driving licence	Yes	n/a
Able to work flexible hours as needed	Yes	n/a