

Job title	CYP Therapist
Responsible to	CYP Manager
Geographical Reach	Dartford, Gravesham, Swanley and Medway
Base	Medway
Hours	Bank worker
Salary	£16.66 per hour

JOB DESCRIPTION

Purpose of Post

This post is to deliver therapeutic services to CYP aged 5-18 (or up to 25 for those with SEN). North Kent Mind bank workers are taken on by the organisation in a casual capacity to ensure adequate staff cover in day services when the organisation cannot meet this from existing staff due to staff sickness, training, annual leave or vacancies. Payments for sessions will go through the North Kent Mind payroll system and Tax and National Insurance will be deducted if appropriate.

In general, Bank workers are contacted as and when difficulties in maintaining the Children and Young Persons Services staff rota occur, and are free to take on or reject any such sessions offered. Where bank workers have particular skills in group work, individual work or leading activities, they may also be offered a series of sessions.

North Kent Mind Support Services include Employment Services, Housing Services, Wellbeing Services, and Children & Young Persons services. This position relates specifically to Children & Young Persons service support.

Structure of the Post

Bank staff are responsible to the Children and Young Persons Services Manager, who is responsible for the element in which the bank worker is deployed. The work on offer could involve venues in Medway, Gravesend, Dartford and Swanley; bank staff are free to reject offers of work at venues which are difficult for them to get to. Travel costs incurred as a result of the workload beyond the usual distance to the office are reclaimable as expenses in line with policies and procedures.

A: DUTIES OF THE POST: GENERAL

These duties apply to all North Kent Mind Staff, whichever service they work for:

1. To work within a framework which:
 - i. Abides by all the policies of North Kent Mind, including Equity and Diversity, Confidentiality, Health and Safety, and GDPR.
 - ii. Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
 - iii. Respects, encourages and builds on individual service users' coping strategies, skills and autonomy, and is in keeping with the standards of performance and ethics as defined by the Health and Care Professions Council.
 - iv. Maintains good liaison with any other outside agencies as is necessary
 - v. Promotes good joint working, links and cross-referral with all North Kent Mind colleagues.

2. To participate in supervision and appraisal
3. To attend staff meetings and departmental team meetings
4. To attend training/meetings and some annual events as required, including the AGM
5. To undertake any other duties which a senior manager or the Board of Trustees may, from time to time, reasonably delegate or assign.

B. DUTIES OF THE POST: SPECIFIC

CBT & DBT therapists will be accredited (or working towards accreditation) and, for those who are Cognitive Behaviour Therapy and Dialectical Behaviour Therapy trained, registered with the British Psychological Society.

Creative Therapists such as Art, Play, Lego and Music therapists must be accredited, and should have experience of working with children and young people, or a further qualification/ teaching or degree to work with children and young people.

SIT CYP Therapist

1. To offer both 1-2-1 and group interventions as required (CBT, DBT or creative therapy informed sessions in 6 to 12 weekly blocks)
2. To supply and maintain outcome data as required by the CYP Manager as per contractual expectations
3. To liaise with the CEO, as required, in the absence of the CYP Manager.
4. To maintain excellent communication with the CYP Services Manager.
5. To ensure all contractual KPI's are met and delivered with high quality.
6. To remain up to date with admin requirements and ensure safe working practice, including:
 - Creation, review and adaption of CBT/DBT/Creative therapies manuals for CYP (depending on specialist discipline) based on CYP need and evidence based practice
 - Maintain accurate and relevant service user records on internal system (Lamplight)
 - Upload session details within 48 hours of completion onto internal system (Lamplight)
 - Support Plans & Risk Assessments where appropriate
 - Obtain data about the service user as required by the project (wellbeing scales, personal information etc.) and process this in line with GDPR requirements
 - Complete Feedback Forms and other internal monitoring as required by North Kent Mind
 - Supporting with general administrative duties such as occasional assessments and liaising with clients regarding appointments.

As this is a new project and new role, adjustments to tasks may be required.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Relevant therapeutic qualification (i.e. CBT, DBT, Creative Therapy)	✓	
Understanding of relevant policies/codes of practice and awareness of relevant legislation	✓	
British Psychological Association accreditation		✓
Knowledge & experience in the field of CYP mental health	✓	
An understanding of the issues, needs & risks affecting people with mental health problems & complex needs	✓	
A non-judgemental attitude to mental health service users	✓	
The ability to work in a person-centred way	✓	
An empowering and positive attitude to service users	✓	
Ability to work with service users on a 1-2-1 basis	✓	
Ability to work with service users in group settings	✓	
Ability & experience to work within a multidisciplinary & multiagency team	✓	
Experience of completing referrals, support plans, risk assessments & professional reports		✓
Experience gathering and collecting data for monitoring purposes	✓	
Experience using online data storage systems		✓
Excellent communication and listening skills	✓	
An understanding of the need for strong professional boundaries	✓	
Proactive and flexible approach to problem solving	✓	
Good organisation skills	✓	
Good computer skills	✓	
Able to work on own initiative	✓	
Car driver/owner		✓
Ability to work flexible hours	✓	
Experience & ability to work with challenging service users with multiple needs & manage crisis effectively	✓	