

Job title	Children & Young Person’s Practitioner
Responsible to	Children and Young Persons Service Manager
Base office	Medway
Department	Children and Young People (CYP)
Hours	30hrs (8:30am-4:30pm)
Salary	£23,281 (pro rata)
Location	Not Fixed

Purpose of Post

North Kent Mind CYP Practitioners are recruited by the organisation to ensure support, development and facilitation of the service. CYP Practitioners have particular skills in group work, project development or leading presentations and/or experience working with young people.

To work directly with young people, in various school support services (largely based in Medway) to develop CYP understanding of mental health issues and coping mechanisms by providing programmes of activities, individual support sessions and other support as required. They will assist with service development by contributing to planning, delivery and monitoring of local provisions.

The elements which overall comprise North Kent Mind’s School Support Service are:

1. Presentations
2. Group Work
3. Individual work
4. Project Development and Research
5. Networking
6. Project Management

*CYP Practitioners are deployed in elements 1, 2, 3, 4 & 5 above.

Structure of the Post

CYP Practitioners are responsible to the CYP Manager and will receive termly supervision sessions. As part of the role, they will receive training and access to group work materials.

The work on offer will involve venues throughout the Dartford, Gravesham, Swanley and Medway areas; primarily in Medway. School support will be term-time only, between the hours of 8:30am-4:30pm. Work outside of term time periods will be delegated on an ad hoc basis to ensure appropriate use of practitioners working hours.

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 POSTS: GENERAL

These duties apply to all North Kent Mind Staff:

1. To work within a framework which:
 - Abides by all the policies of North Kent Mind, including Equal Opportunities, Confidentiality, Health and Safety, Information Governance, GDPR.
 - Promotes Social Inclusion, Empowerment, Well-being and the Recovery Model
 - Respects, encourages and builds on individual clients' coping strategies, skills and autonomy.
 - Maintains good liaison with any other outside agencies as is necessary
 - 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 meeting and service team meetings
4. To attend training/meetings and some annual events as required
5. To undertake any other duties which the CEO or Board of Trustees may, from time to time, reasonably delegate or assign.

B. DUTIES OF THE POSTS: SPECIFIC

Group Work / Presentations

Psycho-educational group sessions will vary in duration, generally 45 mins-1hr long. North Kent Mind CYP Practitioners will:

1. Study and develop comprehensive knowledge of the materials presented within the group work sessions.
2. Use standardised wellbeing forms to monitor impact of support. (WEMWBS)
3. Prepare for sessions – set up the venue before the presentation and clearing up at the end of the presentation.
4. Run and manage the group of participants who suffer from similar mental health conditions, enabling them to find and share ways of managing these conditions better.
5. Ensure an attendance log is kept and sessions are recorded on internal system; Lamplight.
6. Give support and attention to individuals who, because of distress or other issues, have to temporarily leave the group during the session.
7. Welcome new attendees and getting basic details for the Registration Forms.
8. Offer signposting, advice, information and follow up after presentations as needed.
9. Deal appropriately with any crisis or incidents which occur in line with the procedures and policies of the host organisation.
10. Aid the development and compilation of a presentation suited to the appropriate age group.
11. Obtain feedback forms following completion of group activities.

Individual Work

Individual work with students will vary in duration, typically with a session lasting 45mins-1hr long. North Kent Mind CYP Practitioners will:

1. Work alongside the young person to identify their needs.
2. Use a solution-focussed, coaching approach to encourage personal development, goal setting and positive outcomes. Please note, this is not therapy, but a model that will be taught in training using positive psychology resources and framework.
3. Offer individual signposting, advice, information and follow up after presentations as needed.
4. Use standardised wellbeing forms to monitor impact of support. (WEMWBS)
5. Deal appropriately with any crisis or incidents which occur in line with the procedures and policies of the host organisation.
6. Keep an attendance log and session notes for each CYP on the internal system; Lamplight.
7. Obtain feedback forms following completion of sessions.

Development and Research

North Kent Mind CYP Practitioners will:

1. Helping with liaising as necessary with external organisations.
2. Identify and keep up-to-date with relevant legislation for working with young people.
3. Help to ensure the compilation of resources available to young people.
4. Help to identify local service providers and local schools to engage in the project.
5. Helping aid the promotion and sharing of information regarding the project with interested parties.
6. Help identify relevant themes to be addressed in mental health awareness presentations for young people.
7. Help to compile and organise materials for psycho educational group work.

Networking

North Kent Mind CYP Practitioners will be required to network with external agencies and represent North Kent Mind. This may involve:

1. Liaising with school staff for specific projects.
2. Liaising as necessary with staff from external agencies.
3. Helping to facilitate and develop good working relationships with external agencies relevant to the project.
4. Participating in meetings, workshops, and forums relevant to the project.
5. Help encourage and support partnership working.
6. Help to ensure promotion and awareness of the project in the locality.
7. Aid the collection of information about existing services and gaps in provision including local support services, groups and resources.

Other

All work, where possible, will be face-to-face and delivered within school settings. Work will be conducted in line with the school’s risk assessments and government guidelines about COVID-19.

We are rapidly changing our delivery of Schools Services to include more telephone support, video-calls and webinars, ensuring that the service continues to support young people in all circumstances moving forward. The requirements are as above, and workers must be willing to be flexible to adapt to organisational changes in these areas.

C. DUTIES OF THE POSTS – OPTIONAL

Where CYP Practitioners have particular skills in particular activities or group work, they may be deployed for a series of activities, or special project, or self-management groups, by arrangement. As the lead facilitator for these sessions, additional duties will be negotiated.

Personal Specification

Criteria	Essential	Desirable
An understanding of the issues affecting CYP with mental health problems	✓	
An awareness and understanding of how people can move forward with their lives	✓	
A non-judgemental attitude to mental health service users	✓	
An empowering and positive attitude to CYP	✓	
Experience of working with CYP	✓	
An awareness and understanding of legislation relevant to CYP work		✓
Ability to engage CYP in a diverse range of subjects	✓	
Ability to work within a team	✓	
Experience of supporting volunteers		✓
Good written skills	✓	
Excellent communication skills	✓	
The ability to communicate with a wide range of people including young people, staff and volunteers	✓	
Excellent listening skills	✓	
An understanding of the need for strong professional boundaries	✓	
Proactive and flexible approach to problem solving	✓	
Experience of working with groups	✓	
Experience of working individually with children/young people	✓	
Excellent organisation skills	✓	
Good computer skills	✓	
Able to work on own initiative and be self-motivated	✓	
Car driver/owner		✓
Ability to work term-time hours	✓	