



### Job Description

<b>Job Title:</b>	Mental Health Practitioner (Family Safeguarding)
<b>Band:</b>	6
<b>Responsible to:</b>	Team Manager / Clinical Lead
<b>Department:</b>	Family Safeguarding Team (FST)
<b>Directorate:</b>	Adult and Specialist Mental Health

### Our Values

	<b>Behaviour</b>	<b>How we will demonstrate this behaviour</b>
<b>Professionalism</b>	We will maintain the highest standards and develop ourselves and others	By demonstrating compassion and showing care, honesty and flexibility
<b>Respect</b>	We will create positive relationships	By being kind, open and collaborative
<b>Innovation</b>	We are forward thinking, research focused and effective	By using evidence to shape the way we work
<b>Dignity</b>	We will treat you as an individual	By taking the time to hear, listen and understand
<b>Empowerment</b>	We will support you	By enabling you to make effective, informed decisions and to build your resilience and independence

### Job Purpose

<ul style="list-style-type: none"> <li>The post-holder will work as part of a co-located multi-disciplinary team of children's social workers, domestic abuse and substance misuse specialists to safeguard and reduce risks to children. They will be responsible for individual and group work with parents whose behaviour puts their families at risk of harm. They will be responsible for the clinical and operational day to day service delivery ensuring that people who experience domestic violence and abuse or (those who perpetrate it), abuse substances, and have a mental health condition are provided with evidence-</li> </ul>
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based treatment and interventions as part of the whole multi-disciplinary support plan.

- Interventions may include talking therapies, psychological therapy (for example, trauma-focused cognitive behavioural therapy), medication and support, in accordance with national guidelines.
- To undertake comprehensive assessments and reviews, ensuring people are screened against the social care eligibility criteria in line with the Care Act 2014 and are assessed using the self-directed support Needs Outcome Assessment (NOA) process.
- To undertake such reviews as part of an integrated assessment of people's health and social care needs.
- Ensure any treatment programme includes an on-going assessment of the risk of child abuse or further domestic violence and abuse, in conjunction with other team members.
- To offer direct support and advice to service users and their carer's, through information and advice and ensure that those who do not meet adult social care eligibility criteria are appropriately signposted and supported.
- To ensure appropriate health and social care services are commissioned with and on behalf of service users, including the duty to offer direct payment, and that processes are in place for service users to be charged by the local authority for all adult social care services.
- To undertake assessments of carers needs, including identifying contingency plans, and provision of support if appropriate.
- To undertake post qualifying and other appropriate training to ensure high standards of practice and continuation of registration with respective professional bodies.
- To be accountable for delivering a quality service that is effective and efficient in line with the organisations objectives and performance indicators.

## **Key Responsibilities**

### **Clinical / Service Specific**

1. To provide specialist integrated bio-psycho-social assessments for clients referred to the team, formulating and implementing plans for the management of a client's mental health needs including and involving families and carers.
2. To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models for individuals, families or groups as appropriate.
3. To exercise autonomous professional responsibility for the assessment, treatment and discharge of clients.
4. To provide specialist mental health, guidance and consultation to other professionals contributing directly to clients' formulation, diagnosis and treatment plan.
5. To undertake risk assessment and risk management for individual clients and to provide advice to other professions on all relevant aspects of risk incorporating strengths based model of positive risk management and building resilience.
6. To act as Mental Health Care Coordinator, where appropriate, taking responsibility for initiating planning and review of care plans, their carer's, referring agents and others involved the network of care.

## **Communication and Relationships**

1. To support the social work Team Leader in establishing and maintaining effective inter-team and inter-agency communication.
2. To provide effective liaison/communication with team members, maintaining focus on the protection of the children in the family at all times and throughout the care pathway to service users, their carer's and others, responding sensitively to all needs especially in highly emotive settings.
3. To maintain effective joint working with others, developing positive working relationships and clear communications, with motivational interviewing at the heart of all interactions.
4. Provide all those currently (or recently) affected by substance misuse and/or domestic violence and abuse with advocacy and advice services tailored to their level of risk and specific needs.
5. Ensure that all relevant information regarding service users care, in particular issues of concern re practice and workload are communicated as necessary to the social work line manager.
6. To liaise with other professionals in relation to service user care, actively participating in care planning and review meetings and attending child protection conferences/other case conferences or Family Courts, as required and identified by the Team Leader.

## **Analytical and Judgemental**

1. The post holder will be able to undertake assessment of need of parents/partners in team held cases and provide advice to team members in respect of needs, appropriate treatment, risks and progress. To formulate a care plan and risk assessment, review its effectiveness and re-plan using evidence based interventions to best effect in partnership with the service user, within the context of balancing the needs of the service user and risks to their children/partner.
2. The post holder will be expected to identify and respond to acute presentations and crisis situations in order to manage risk and promote the safety and well-being of the service user.
3. Utilise clinical judgement to evaluate service user's physical and psychological responses to treatment.
4. To initiate, plan and deliver effective risk management systems within the clinical area.
5. To ensure a consistent and timely response to safeguarding cases in line with departmental procedures.
6. Undertake surveys/audits within own area of work, and contribute to Trust wide surveys when required.

## **Planning and Organisation**

1. Undertake visits in a variety of environments, within and outside Peterborough, including own homes, acute units, residential and day units. This may include the need to manage verbal aggression and aggressive behaviour with need to use light physical effort on occasion.
2. Document service user care by recording information on electronic care record, demonstrating keyboard skills across both NHS and family safeguarding systems.

3. To have the ability to sit with service users for extended periods of time, often within pressurised circumstances and to sustain frequent, intense concentration.
4. To be adaptable to the physical environment, particularly when meeting service users in their homes, continually being aware of Trust Health & Safety Policies within this context.
5. The post holder pending on training may be involved in physical procedures including administration of oral and injectable medications, the storage and transportation of them, and the monitoring of people's physical responses to medications, such as blood pressure, glucose and weight monitoring.
6. The post holder will be expected to travel between appointments across a wide geographical area in order to manage numerous visits each day, across Peterborough and occasionally further.
7. The post holder will be expected to share office space in an agile working arrangement and work in an open plan environment. Visits to service users occur mainly within their own homes and can therefore include exposure to a range of environments.
8. Work frequently in distressing, challenging and emotionally demanding situations requiring mental effort to undertake duties effectively.
9. The post holder may be exposed to unpleasant and distressing working conditions; some service users may exhibit aggressive and abusive behaviour.

### **Mental Health – Service User Care**

1. To carry a clinical caseload of agreed appropriate cases (with the Family Safeguarding Team Managers) and link with the Multi-Disciplinary Team for delivery of assessment and treatment programmes.
2. To undertake comprehensive needs and risk assessments (including Mental Capacity assessments) and develop a care plan (Health Action Plan) in accordance with identified needs establishing specialist course of responsibilities/actions based on Recovery Principles along side family safeguarding colleagues.
3. To provide relevant up to date evidence based information about treatment/intervention that enables service users to make informed choices about their care.
4. To deliver evidence based care in a timely manner.
5. To undertake health promotion activities with individuals and groups.
6. To maintain robust clinical records and update children's social care records as well as prepare reports for conferences and Courts, under the direction of the Family Safeguarding team manager, as required.

### **Human Resources**

7. To provide effective professional supervision/mentorship of junior staff and students assessing proficiencies of practice as required.
8. To be a sign off mentor for students and provide a conducive learning environment.
9. To maintain own Professional Registration and development.
10. To actively participate in and seek clinical and professional supervision and appraisal in line with organisational policy.

### **Training & Development**

- To participate in regular supervision in accordance with good practice guidelines and Trust policy.
- To participate in the Trust's annual Appraisal process.

- To attend all relevant mandatory training as and when required to do so.

### **Quality & Patient Safety**

- Protection of Children & Vulnerable Adults – To promote and safeguard the welfare of children, young people and vulnerable adults.
- Implementation of NICE guidance and other statutory / best practice guidelines. (if appropriate)
- Infection Control - To be responsible for the prevention and control of infection.
- Incident reporting - To report any incidents of harm or near miss in line with the Trust's incident reporting policy ensuring appropriate actions are taken to reduce the risk of reoccurrence.
- To contribute to the identification, management and reduction of risk in the area of responsibility.
- To ensure day to day practice reflects the highest standards of governance, clinical effectiveness, safety and patient experience.
- To ensure monitoring of quality and compliance with standards is demonstrable within the service on an ongoing basis.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients/ clients, visitors and staff.

### **General**

- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- To comply with the Professional Codes of Conduct and to be aware of changes in these. To maintain up to date knowledge of all relevant legislation and local policies and procedures implementing this.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To comply with all relevant Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information and to be aware of any changes in these.
- To comply at all times with the Trust's Information Governance related policies. Staffs are required to respect the confidentiality of information about staff, patients and Trust business and in particular the confidentiality and security of personal identifiable information in line with the Data Protection Act. All staff are responsible for ensuring that any data created by them is timely, comprehensive, accurate, and fit for the purposes for which it is intended.

### **Equality & Diversity**

The Trust is committed to equality and diversity and works hard to make sure all staff and service users have access to an environment that is open and a free from discrimination. As a Trust we value the diversity of our staff and service users, and therefore recognise and appreciate that everyone associated with the Trust is different and so should be treated in ways that are consistent with their needs and preferences.

Therefore all staff are required to be aware of the Trust's Equality and Diversity Policy and the commitments and responsibilities the Trust has to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.

- Foster good relations between people who share a protected characteristic and those who do not.

We firmly believe that it makes good business sense to have a workforce representative of the communities we serve and so encourage applications from all sections of the community.

**To be noted:**

- This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties, which fall within the grade of the job, in discussion with the manager.
- 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.
- This post is subject to the Rehabilitation of Offenders Act 1974 (Exemption Order 1975) and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for previous criminal convictions. The Trust is committed to the fair treatment of its staff, potential staff or users in line with its Equal Opportunities Policy and policy statement on the recruitment of ex-offenders.



**Person Specification**

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<b>Band:</b>	6
<b>Responsible to:</b>	Team Manager
<b>Department:</b>	Family Safeguarding Team

Criteria	Essential	Desirable
Education / Qualifications	<ul style="list-style-type: none"> <li>Dip/Bsc (Hons) in Mental Health Nursing or Registered Social Worker</li> <li>Continuing registration with registered body e.g. NMC or HCPC.</li> </ul>	<ul style="list-style-type: none"> <li>Psychosocial interventions</li> <li>Motivational Interviewing training</li> <li>Solution focused brief therapy</li> <li>CBT / DBT training</li> <li>Practice Placement qualification</li> <li>ENB 998/Preceptorship and Mentorship</li> </ul>
Experience	<ul style="list-style-type: none"> <li>Experience of working in a range of settings relevant to the post</li> <li>Significant post registration experience</li> <li>Experience of working in acute mental health inpatient/community services</li> <li>Experience of working in situations of crisis and emotionally demanding environments.</li> <li>Experience of delivering evidence based care</li> <li>Experience of delivering</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working within Substance Misuse Services</li> <li>Experience of group work</li> <li>Experience/training motivational interviewing</li> <li>Experience in research and or audit</li> <li>Experience and knowledge of working in a diverse community</li> <li>Experience of training others using various multi- media</li> </ul>

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	psycho-social interventions	
Skills & Abilities	<ul style="list-style-type: none"> <li>• Skills in the use of complex methods of assessment and treatment of individual, couples, and families</li> <li>• Skills in applying theory to practice and ability to use a range of models in formulating community care plans.</li> <li>• Ability to deal sensitively with stressful situations</li> <li>• Ability to cope with verbal abuse and to recognise and diffuse potential physical abuse from service users.</li> <li>• Able to communicate effectively, orally and in writing at an age-appropriate level –Ability to work flexibly across service boundaries..</li> <li>• Ability to maintain high standards of record keeping, including data entry and recording.</li> <li>• Ability to work autonomously, setting appropriate goals in accordance with professional, ethical guidelines and Trust policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Substantial IT skills</li> <li>• Experience of audits/evaluations of interventions and implementation of any subsequent changes to practice</li> </ul>
Knowledge & Understanding	<ul style="list-style-type: none"> <li>• Up to date knowledge of relevant legislation, ethical issues, strategic frameworks and current guidelines</li> <li>• Knowledge of Clinical risk assessment and management</li> <li>• Understanding of impact of mental health conditions on the welfare and safety of children and family</li> <li>• Experience of working with client groups with complex needs</li> <li>• Knowledge of whole life span development and the impact on emotional, psychological and mental well-being.</li> <li>• Experience of contributing to multi-disciplinary team safeguarding plans and decision making.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of parenting programmes</li> <li>• Knowledge of current developments in research with service user group</li> <li>• Knowledge of the theory and practice of at least one evidence based psychological therapy (i.e. CBT, Interpersonal Therapy, CAT, systemic family psychotherapy, psychodynamic psychotherapy) relevant to the treatment of adults with complex problems and their families</li> </ul>



	<ul style="list-style-type: none"> <li>• Awareness of current NHS initiatives and developments</li> </ul>	
Other	<ul style="list-style-type: none"> <li>• Disclosure and Barring approval (formally CRB check)</li> <li>• Confident to work autonomously in the community and use own initiative to make decisions in complex situations as well as work as part of a team.</li> <li>• Able to travel independently across the Trust</li> </ul>	

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The Trust believes in treating everyone with dignity and respect and encourages applications from all sectors of the community. We guarantee an interview to candidates with disabilities who meet the minimum essential criteria.