Job Profile – Trainee

Job title	CYP Psychological Trainings: Therapy Trainee – Infant and Early Years Practitioner (IEYP)
Reporting to	Line Management: Development and Implementation Lead Supervision: Head of Clinical Services
Employer	Anna Freud
Salary	£47,951 FTE per annum, plus 6% contributory pension scheme
Location	Working within the community and Anna Freud, 4-8 Rodney Street, London N1 9JH
Working hours	Full-time: usual hours are Monday to Friday, 09:00-17:00. 2/3 days per week academic teaching and study, a minimum of 2.5days per week clinical work in Specialist Clinical Services
Holidays	27 days plus Bank Holidays FTE
Contract type	Fixed term
DBS level	Enhanced with Adult & Child

About Anna Freud

We are a world-leading mental health charity for children, young people and their families. Our purpose is to take everything that we have learned over the last 70 years, and to transform the mental health of current and future generations of children and young people, to close the gap between mental illness and mental wellness – and to create a more compassionate society for everyone. Our vision is a world where all children and young people are supported effectively to enable them to develop their emotional and mental health, build on their strengths and achieve their goals in life. Our mission is to close the gap in wellbeing and mental health by advancing, translating, delivering, and sharing the best science and practice with everyone who impacts the lives of children, young people and their families.

Purpose and overview of the role

This is a one-year, NHS England-funded training post combining employment in Anna Freud's Specialist Clinical Services with the UCL/Anna Freud Postgraduate Diploma in CYP Psychological Trainings: Therapy (Infant and Early Years Practitioner). The post-holder will work in a multidisciplinary team, providing assessment and intervention for children aged 0–5 and their parents/carers, under supervision and within their competence and level of training.

Main responsibilities of the role

- To deliver assessments and interventions for children aged 0–5 and their parents/carers, as part of a supervised training caseload
- To work effectively within the multidisciplinary team and with health visiting, early help, social care and early years settings
- To ensure the voice and participation of children and families is embedded in all clinical work
- To ensure outcome data is routinely collected and informs practice
- To model equity, diversity and inclusion in all aspects of practice
- To balance the combined demands of academic study, clinical practice and supervision

Clinical

- With the clinical supervisor, accept and assess referrals for suitability for the IEYP modality, redirecting unsuitable referrals in line with service protocols
- Observe and assess the infant or young child within their family and caregiving context
- Formulate, deliver and evaluate IEYP interventions in line with the evidence base and level of training
- Attend to the impact of parental mental health, trauma, domestic abuse, substance misuse or other adversity on development and caregiving, escalating concerns appropriately
- Involve the wider system around the child, sharing formulations sensitively and in accessible language, and attend MDT and network meetings
- Work with the team to maintain appropriate step-up and step-down arrangements within a stepped-care approach

Training, supervision and professional development

- Complete all academic, clinical and practice-based requirements of the UCL Postgraduate Diploma, and apply learning safely in practice

- Attend weekly clinical supervision and regular managerial supervision, presenting all training cases on a scheduled basis to meet clinical governance requirements
- Maintain professional registration, CPD records and a personal development plan, and take part in Anna Freud's annual Review and Development process

Administration and governance

- Keep accurate, timely clinical records and use routine outcome measures in line with Anna Freud's clinical systems and professional codes of practice
- Protect client confidentiality and comply with data management requirements, including submissions to the training provider
- Demonstrate the values and behaviours in the Anna Freud behavioural framework, follow Anna Freud's policies and complete all mandatory training within required timescales

Safeguarding

- Safeguarding is everyone's responsibility. The post-holder must recognise, record, consult on and escalate safeguarding and risk concerns in line with Anna Freud's procedures, within their competence and with timely supervisory support. The welfare of the children, young people and vulnerable adults who come into contact with our services is paramount.

All employee responsibilities:

- To maintain an awareness of and actively follow and promote Anna Freud's policies, including Health and Safety, Safeguarding and Information Governance;
- To complete all Anna Freud mandatory training, including but not limited to Safeguarding, Health and Safety, Equality and Diversity and Information Governance, within the required timescales;
- The welfare of the children, young people and vulnerable adults who come into contact with our services either directly or indirectly is paramount and all staff have a responsibility to ensure that best practice is followed, including compliance with statutory requirements;
- To lead by example by demonstrating the values and behaviours in the Anna Freud behavioural framework, making sure both how we work and what we achieve are equally important;
- To contribute to a values-led culture, recognising that the behavioural framework is shaped by staff across Anna Freud.

To be noted

- This is not an exhaustive list of tasks; the employee will be asked to undertake other ad hoc tasks relevant with the scope and purpose of this role. This job description reflects the present requirements of the role, and as duties and

responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

Important:

- This is a joint Anna Freud employment and UCL training post. **Candidates must apply separately to Anna Freud and to UCL and be successful in both.** Online applications for the UCL training are made on the UCL application portal, using this link: https://evision.ucl.ac.uk/urd/sits.urd/run/siw_ipp_lgn.login?process=siw_ipp_app&code1=TPPPSYSCYP24&code2=0006
- The UCL course starts on Monday 18 January 2027, with an in-person induction at Anna Freud, King's Cross. Candidates should note NHS England's two-year post-graduation funding rule, set out in the UCL CYP PT: Therapy – Application Guidance for Candidates.

Person Specification

Before starting your application, please view the table and further information below in full to understand the role requirements. The key criteria used to assess candidates are listed below. Please refer to the assessment method for which stage the criteria will be assessed. **Please ensure all criteria listed to be assessed at application stage are evidenced in your supporting statement.**

Criteria	Assessment Method (Application/Interview/Task)
Qualification/training, experience and/or knowledge	
Core professional training in a mental health-related profession (e.g. nursing, health visiting, midwifery, social work, psychology, occupational therapy, speech and language therapy, psychiatry, psychotherapy, counselling), with current registration with the relevant body (e.g. NMC, HCPC, GMC, Social Work England, UKCP, BACP, BABCP);	Application
Minimum second-class bachelor's degree or equivalent in a relevant subject. (Applicants without this but with relevant professional experience are encouraged to apply and will be considered case by case.)	Application / Interview
Knowledge of the importance of the 0–5 years for development and mental wellbeing, and the factors that can affect them, including; Early child development theory and 0–5 services (e.g. health visiting, early help), the parent–child relationship and early relational development, safeguarding and child protection for very young children.	Application / Interview
2 or more years' experience working with the development and wellbeing of children aged 0–5 and their families, including observing and thinking about their emotional wellbeing, relationships and caregiving contexts, experience of multi-agency working with the systems around children and families (e.g. health visiting, early help, social care, courts).	Application / Interview / Task
Skills and/or abilities	
Able to communicate effectively and sensitively with young children and carers, adapting style to each family's needs	Application / Interview / Task

Able to observe, assess and think about children's emotional and relational needs in their family context	Application / Interview / Task
Able to manage emotionally distressing caseload material and reflect on own practice in supervision and peer groups	Application / Interview / Task
Able to keep accurate records and follow policy and clinical governance procedures	Application / Interview / Task
Good organisation, time management, written, verbal and IT skills; able to work autonomously where required	Application / Interview / Task
Clear understanding of equity, diversity and inclusion in clinical practice, able to work with diverse communities	Application / Interview / Task
Other requirements (where applicable)	
Collaborative, flexible and able to meet the travel demands of the role	Application / Interview / Task
Able to complete postgraduate academic work while balancing clinical demands	Application / Interview / Task

During the interview(s), candidates will be asked about our values and equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. Please read about our values and our commitment to EDI before starting your application.

Equal opportunity

We ask you to share your diversity dimensions with us as it helps us to identify, tackle and prevent any bias appearing across the employee lifecycle at Anna Freud. Monitoring this information allows us to understand how well our efforts to improve diversity, equity and inclusion are working. Your responses will be held securely by our Recruitment team in accordance with our privacy policy and will not be seen by recruiting managers or the interview panel at any stage, therefore your responses do not form part of our selection process. Please read our selection process for what to expect when applying for a role.

Further support

We want to ensure all candidates can access and apply for our vacancies equitably. We aim to provide reasonable adjustments where operationally possible for the work that we do. Please read our application guidance for frequently asked

questions. If you require any assistance to apply or would like to find out more about the role, please contact us via recruitment@annafreud.org.

Post-interview

If successful after interviewing, you will be notified verbally with a job offer and pre-employment checks will be initiated.