



Anna Freud

Job Profile

Job title	Wellbeing Practitioners (two positions available)
Reporting to	Head of Harrow Horizons Early Intervention Service
Employer	Anna Freud
Salary	£31,200 FTE per annum, plus 6% contributory pension scheme.
Location	Hybrid (a mixture of home/onsite working): candidates will be based at Harrow Community sites (Cedars Children's Centre, 127 Whittlesea Road, Harrow HA3 6ND). Staff will also occasionally work at our main office 4-8 Rodney Street, London N1 9JH.
Working hours	Full-time, 35 hours per week; usual working hours 9:00 to 17:00, Monday to Friday. Flexible working is possible.
Holidays	27 days plus Bank Holidays FTE
Term of contract	Permanent
DBS level	Enhanced with Child and Adult barred list

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

We are recruiting for two wellbeing practitioners for our service in Harrow. The posts are part of services commissioned between Anna Freud and London Borough of Harrow (**Harrow Horizons Early Intervention Service**).

The service offers brief evidence-based individual and group interventions to address moderate wellbeing needs largely using CBT-based treatment, trauma informed and Mentalization approaches. Work is also conducted jointly with existing professionals where young people present with more complex needs to strengthen the skills and competencies in the multi-agency network. The work takes place on an outreach basis in schools, family homes and other community venues as well as being conducted virtually.

This is an exciting opportunity as you will be able to deliver direct interventions for young people and their families with excellent professional support from senior staff. The post-holders will offer a range of clinical activities to address mental health needs in children and young people, including direct individual and group work with young people and parents/carers and joint work with other professionals. The post-holders will be supported through supervision.

There may also be opportunities to deliver consultation and training to multi-agency professionals.

Main responsibilities of the role

- To assess and work therapeutically on an outreach basis with children and their families presenting with a range of mental health needs, offering them an appropriate intervention which might include individual meetings, family sessions and/or group work;
- To deliver outcome focused, evidence-based guided self-help and/or CBT interventions to children and young people with moderate mental health and wellbeing needs;
- To work in partnership with children, young people, families and their networks in the development of shared goals and plans for the intervention;
- To work collaboratively with other team members and multi-agency partners to support casework and the delivery of the service;
- To participate in the setup, delivery and evaluation of group work programmes for young people and families;
- To provide advice, guidance, training and signposting to young people, families and professionals including social care and school staff to connect them with resources that will support young people's wellbeing;
- To operate at all times from an inclusive values base, which recognises and respects diversity and ensures all work is sensitive to the needs of a range of ethnic, cultural and religious groups, is gender sensitive, anti-discriminatory and values diversity;

- To continually assess, monitor and evaluate risk to children and young people working within the appropriate children protection guidelines;
- To work within the relevant policies of London Borough of Harrow and Anna Freud (e.g. safeguarding, information governance etc.);
- To attend and implement supervision suggestions;
- To participate in training/opportunities relevant to the service for continued Professional Development;
- To take part in Anna Freud's annual review and development programme;
- To contribute to the evaluation, monitoring and development of the team including use of routine outcome measures;
- To attend and participate in team meetings and supervisions in a manner that fosters a culture of team learning and continuous improvement;
- To attend and participate in Anna Freud staff meetings and CPD events;
- To maintain the highest standards of clinical record keeping including electronic data entry and report writing.

All employee responsibilities:

- To maintain an awareness of and actively follow and promote Anna Freud's policies, including Equal Opportunities, 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 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 post, and as duties and responsibilities change/develop, the job description will be reviewed and be subject to amendment in consultation with the post-holder.

Person Specification

Before starting your application, please read the below in full to understand the requirements of this role. The key criteria which will help us to assess candidates are listed below. There is guidance to highlight at 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	
Qualification/training/education in psychology or other discipline related to mental health to deliver evidence-based interventions for children and young people (e.g., as a Child Wellbeing Practitioner or Educational Mental Health Practitioner).	Application/Interview
Experience of working therapeutically, implementing interventions and using routine outcome measures in therapy with children and young people in community or school settings including Looked After Children and young people.	Application/Interview
Experience of working cross-culturally as well as thinking about cultural issues in relation to clinical practice.	Application/Interview
Experience of maintaining appropriate records and have good awareness of confidentiality and current childcare and safeguarding legislation, policy, and practice.	Application/Interview
Skills and/or abilities	
Ability to form good working relationships in a multi-disciplinary setting and work independently where necessary.	Application/Interview
Ability to communicate clearly and effectively about complex issues both verbally and in writing with different stakeholders.	Application/Interview
Ability to manage own workload and prioritise conflicting deadlines.	Application/Interview
Other requirements (where applicable)	
Commitment to engage with and use clinical supervision and line management supervision.	Application/Interview

During the interview(s), candidates will be asked at least one question regarding our values, and one question regarding equity, diversity and inclusion (EDI). We expect everyone to actively demonstrate our values and inclusive behaviours in all areas of their work. **Our values and EDI statement can be viewed [here](#).**

Equal opportunity

We ask our people to share their 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 HR team in accordance with our privacy policy and will not be seen by recruiting managers or the interview panel at any stage of recruitment, therefore your responses will not form part of our selection process.

Further support

We want to ensure all candidates can access and apply for our vacancies equitably, if you require any additional assistance to apply or would like to find out more about the role, please contact us on recruitment@annafreud.org. We aim to provide reasonable adjustments where operationally possible for the work that we do.

Post-interview

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