

Childrens Wellbeing Practitioner (CWP) Programme London & South East

Service FAQs

Please note, these FAQs will be regularly monitored and updated in line with new information and updates.

CWP Basics

What is a CWP?

CWP stands for Children's Wellbeing Practitioner. It is a relatively new role in children and young peoples mental health which has been developed in response to the target for offering evidence based intervention to 70,000 more children and young people annually by 2020, by training up 1,700 new staff in evidence based treatments, outlined in Implementing the Five Year Forward View for Mental Health.

CWPs will constitute a sub-service, equipped to see young people who wouldn't otherwise reach local thresholds for CAMHS; they will be **distinct roles**, and not assistants to existing therapists. The CWPs will be trained over the course of a year to offer brief, focused evidence- based interventions in the form of low intensity support and guided self-help to young people who demonstrate mild/moderate:

- Anxiety (primary and secondary school age)
- Low mood (adolescents)
- Common behavioural difficulties (working with parents for under 8s)

The work of CWPs is very varied as each service will be tailored to local need and provision but can include assessments, face to face sessions, telephone work, workshops, groups, signposting and service user involvement activities.

Where do CWP's work?

CWPs work in a variety of settings with an emphasis on early intervention work within primary care, schools, early help providers and voluntary providers.

Examples include placement of CWPs within:

- Local GP practices;
- Single Point of Access (SPA) services;
- Early Help Hubs;
- Family Support/Families First Teams;
- Community Teams;
- School's Projects

Services interested in hosting CWP

How are CWP training places assigned?

Services can express their interest in CWP places via an Expression of Interest (Eoi) form. After the Eoi deadline we will review the content of the forms and allocate CWP training places. Priority will be given to services who are able to demonstrate robust sustainability plans for their CWPs after the initial training year, as well as supervision arrangements that clearly align with the recommendations for the programme.

How many partnerships have been involved in the CWP programme so far?

We are now moving into cohort 6 & 7 of the CWP programme. The following partnerships have been involved in the programme so far:

Barking and Dagenham	Croydon	Hillingdon	Richmond and Kingston
Barnet	Eikon/YMCA East Surrey	Hounslow	Suffolk
Brent	Enfield	Islington	Sutton
Bromley Y	Hammersmith & Fulham	Kent and Medway	Tower Hamlets
Cambridge & Peterborough	Haringey	Lambeth	Wandsworth
Camden	Harrow	Lewisham	West Sussex
CHUMS	Hertfordshire	Norfolk	Westminster

CWP Recruitment

How will CWPs be recruited?

CWPs will be recruited and employed by either an NHS, voluntary or third sector service involved in provided mental health provision to children and young people.

Trainees will need to apply for a role within one of the recruiting services and for the University training course at either UCL or KCL depending on that service's allocation to a particular university.

Trainees will not be accepted onto the training programme if they have only applied to the job or the university course. Details on how to apply for the university course will be embedded into the job adverts.

How many CWPs will be recruited in each site?

This will vary from year to year depending on demand. The number of places allocated to each partnership will also be determined when assessing that partnership's application form against particular criteria.

What qualifications will CWPs need?

Both UCL and KCL request the following in relation to the CWP training programme:

- A minimum of a second-class Bachelor's degree from a UK university or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology)
- Motivation to undertake and complete the course
- If your education has not been conducted in the English language, you will be expected to demonstrate evidence of an adequate level of English proficiency. The English language requirement for this programme is: Good
- **Please note that candidates must meet the minimum criteria as outlined in the UCL/KCL guidance document.**

Sites will also be provided with a template job description and person specification which they are able to use as part of their recruitment process. These documents outline some of the additional, more specific recommended requirements for CWP candidates.

Can candidates still apply if they haven't yet finished their degree, by demonstrating a predicted degree award?

Candidates will need to have passed their degree when they are appointed to the role – by showing their degree certificate or a letter demonstrating that their degree award is pending. Candidates will not be accepted based on predictions alone.

Please also note that candidates will not be able to apply for this role with KCL or UCL if they are already enrolled on another course within the HEI.

Can the universities supply student visas?

It would be up to the employing service to arrange relevant employment visas etc. for the position. The courses will not arrange student visas.

Do candidates need to apply to UCL/KCL more than once?

Only one candidate application is needed per university. Many candidates will apply for various CWP trainee roles within an application cycle that may be aligned with the same or different universities. Candidates should apply to both KCL and/or UCL as required by the job adverts, but repeated applications to one university is not necessary.

CWP Training

How is the role split between in-service work and University led teaching?

In the first term, CWP trainees will attend approx. 3 days of training a week at either UCL or KCL, with the additional 2 days a week used for in-service work. During the second term, their attendance will reduce to in general, one day a week (generally Fridays) to focus specifically on clinical skills. The Third term is spent on placement full time.

Will training continue over the summer holidays and half term?

As with other university led teaching, the training aspect of the CWP programme will not take place over the summer term. As a result, CWPs will be based within their service full time over this period to allow them to put their skills into practice and see their own caseload (under close supervision).

Will trainees be given study time?

We recommend that CWPs have half a day a week protected study time during weeks that have teaching. On the weeks that there is no teaching, we recommend the CWPs have a day a week protected study time. Study time may be on or offsite depending on the service and covers a variety of course related activities including assignments and preparing for case work.

What does the CWP training curriculum look like?

Training will be delivered as part of lectures, seminars and skills sessions; allowing CWPs to put the skills they have learnt into practice as part of role plays and group discussions. Over the course of the year, training will focus on:

- Fundamental Skills: Children and Young People's Mental Health Settings: Context and Values
- Fundamental Skills: Assessment and Engagement
- Evidence Based Interventions: Theory and Skills

More specifically, trainees will focus on developing skills in the following areas:

- An understanding of the CWP role within local and national contexts, including links with other professionals, the wider network and external and multi-agency working;
- An overview of a range of CYP mental health therapies and their evidence base, focusing particularly on developing guided self-help interventions for low mood, anxiety and behavioural difficulties;
- An understanding of issues surrounding diversity, culture and social inclusion;
- Caseload management and clinical decision-making under close supervision;
- An understanding of the importance of service-user engagement, participation and collaborative practice;
- An understanding of CYP mental health policy;
- An understanding of issues surrounding confidentiality, ethics, capacity and consent/safeguarding procedures;
- Outcomes informed practice

**there will be a key focus on goals, self-management, assessment skills, outcome skills, session by session monitoring throughout the training programme.*

What is meant by the term 'guided self-help'?

- CWPs will not be expected to treat young people. 'Treatment' implies an obligation to cure which is not the model for this programme. Instead, young people will be guided by their CWP, through a course of self-help and self-management.

- Focus should be on working collaboratively with young people and their families towards a model of self-help.
- Focus will be on links with other agencies and, where possible, encouraging young people and families to self-help and seek support from these agencies.
- CWP's will be asked to adopt techniques used in other therapeutic modalities such as Interpersonal Therapy – encouraging young people to build a 'team' around them who can provide support.
- Goal setting and monitoring will not just be specific to young person but will incorporate their support 'team'.

Where should we place newly appointed CWP's within our service?

Services should avoid placing CWP's within the current tier 3 environment and should use this opportunity to see new service users; focusing specifically on those that would not normally meet the threshold for CAMHS support. As such, every opportunity should be made to place CWP's further upstream in the referral process, with an emphasis on early intervention work within primary care, schools, early help providers and voluntary providers.

Examples include placement of CWP's within:

- Local GP practices;
- Single Point of Access (SPA) services;
- Early Help Hubs;
- Family Support/Families First Teams;
- Community Teams;
- School's Projects

It is anticipated that the training of CWP's will contribute towards the intake of up to 70,000 new patients annually by 2020. Do these have to be 'new' patients or can CWP's work with discharged tier 3 clients?

Yes, they can. All children and young people accessing any part of the system (where data flows to NHS Digital) and seen for 2 meetings will count toward the target. There is an expectation that increased capacity in the whole system will mean 'additional' young people can access all parts of system where there is a fit with need.

Supervisors Role

What is the role of a supervisor/service development lead?

Supervisors/service development leads will be appointed within each service to oversee the CWP's work within their service. As the role extends beyond classic supervision to include line management and implementation of the new initiative, this role is being referred to as 'CWP Supervisor and Service Development Lead'.

How many supervisors/service development leads should be recruited per site?

Services will need to recruit a Supervisor(s)/Service Development Lead to support CWPs throughout the duration of their training. Funding for the supervisors role is set by HEE and will be determined by the number of CWPs within your service. For example, a service with 3 CWPs would have previously received £36,000 (£12,000 per trainee) and would allocate 3 days a week to this role. Services with 2 CWPs would receive £24,000 (£12,000 per trainee) and would allocate 2 days a week to this role. Supervisors may job share (for example, you might have 3 CWPs with 2 supervisors – 1 working for 2 days a work and another working for 1 day a week) however this will need to be clearly communicated to us and each supervisor will be required to complete a job plan with information on how their time will be allocated throughout the week.

Will we receive full funding for just one supervisor/service development lead?

Yes, as long as you can demonstrate that the supervisor and service development lead is working at the capacity specified by HEE (e.g. 1 day a week per CWP) dedicated to overseeing the work of the CWPs within the service. As funding is distributed from the HEIs, each service will need to demonstrate to the HEI that their supervisors and service development lead are fulfilling these requirements before payments are made to the site by completing and submitting a job plan.

Will supervisors/service development leads receive training?

Yes, supervisors and service development leads will be expected to attend two different types of training; a CYP IAPT Supervision PGCert (typically around 17 days at university plus assignments) and 2 co-taught training sessions alongside their CWPs.

Contact

Please contact cwp@annafreud.org with any enquiries