

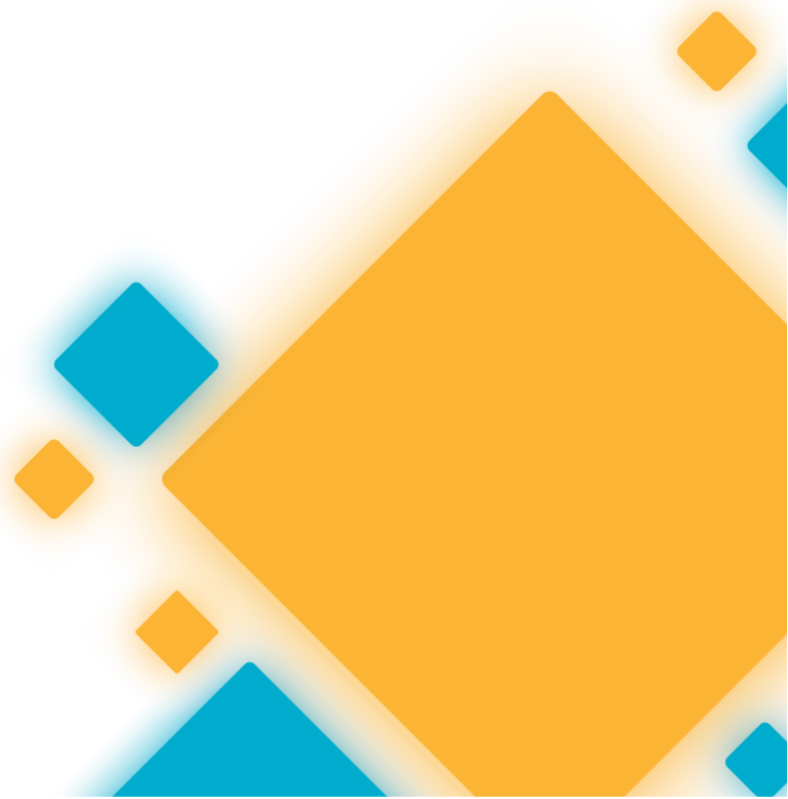
**With you, we're making the
difference.**

**Together, we can achieve
more.**

JOB DESCRIPTION AND PERSON SPECIFICATION

**Children & Young Persons Mental Health
Practitioner**

Leicester, Leicestershire and Rutland



For you. For them. With us.

For you: we offer a fulfilling career, full of support, compassion, respect, fulfilment, and benefits.

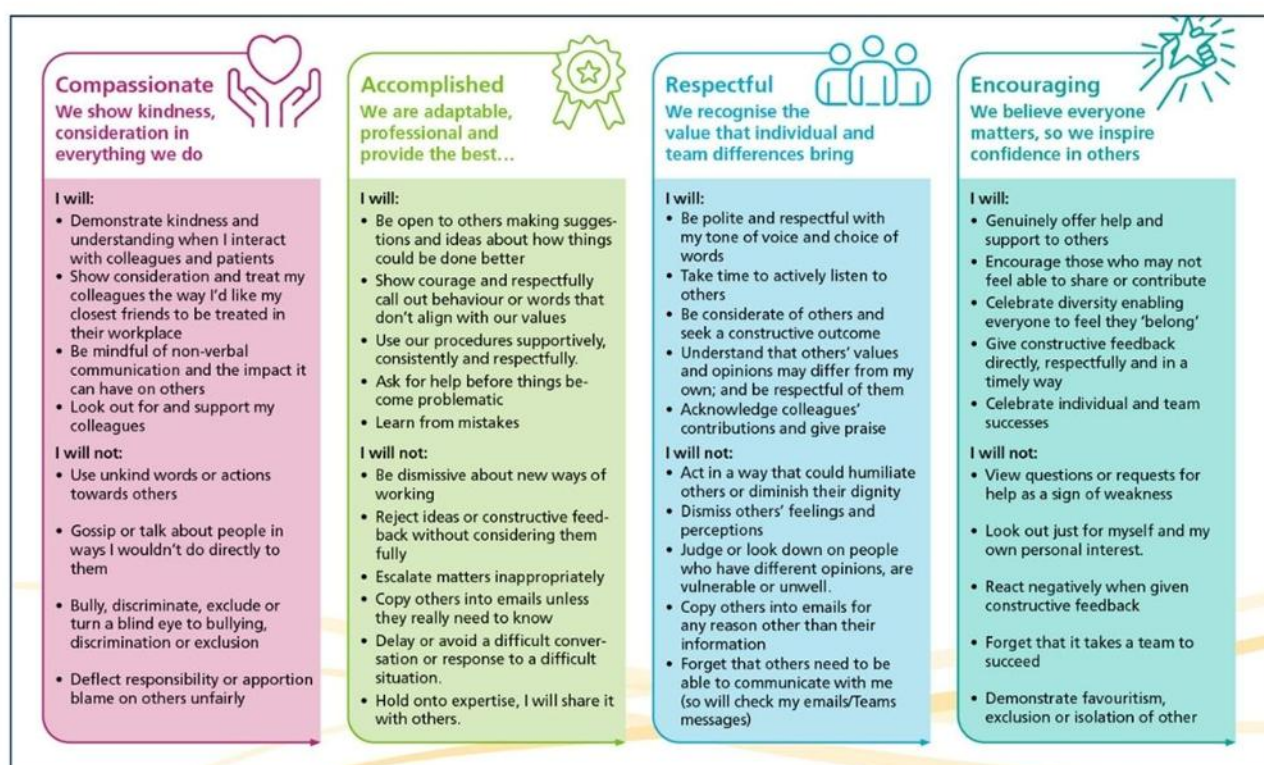
For them: we overcome challenges and achieve more for our patients and their outcomes.

With us: we're united through purpose, teamwork, shared pride and fulfilment. Our values, behaviours and principles.

Our values, behaviours and principles

At DHU, how we work is just as important as what we do. Our Behavioural Framework (below) is rooted in our CARE values and sets out the behaviours we expect from everyone. Together, these behaviours shape a culture where every role and every person matters.

When you become part of DHU, you join an organisation where these values are lived every day by our people, for our patients, and within our communities.



Job Description and Person Specification

Position:	Children & Young Persons Mental Health Practitioner
Division:	Leicester, Leicestershire and Rutland
Location:	Anstey Frith House, Leicester
Reporting to:	Clinical Service Lead
Band:	DHU Band 8a, £55,276 - £62,421 per annum (pro rata)
Last reviewed:	October 2026

Purpose of the role

As an expert practitioner in children and young people's mental health, the postholder will provide specialist advice, guidance, and clinical decision-making to children, young people, families, carers, and referring professionals. The role is responsible for the comprehensive screening, analysis, and triage of referrals, using clinical expertise to evaluate presenting needs, risks, and vulnerabilities. Through a compassionate, person-centred approach, the postholder will ensure that referrals are processed safely and efficiently, enabling timely access to the most appropriate care, support, and intervention.

Performance Measures

Screen and triage referrals within **24 hours** of receipt, in line with service standards.

Ensure referrals are directed to the most appropriate service, intervention, or support pathway within **7 days** of receipt.

Demonstrate accurate clinical decision-making, achieving the **right outcome, first time**, through effective assessment and knowledge of local and national services.

Produce clear, concise, and high-quality referral outcomes that accurately identify needs, risks, and recommended care.

Participate in quality assurance processes, including regular audits, self-audits, and reflective practice through clinical supervision.

Maintain exceptional standards of practice, evidenced through positive audit outcomes, stakeholder feedback, and continuous improvement in service delivery.

Key areas of accountability and responsibility

Clinical Assessment and Triage

- **Provide** expert clinical screening, triage and assessment of referrals relating to children and young people's mental health, ensuring timely, safe and appropriate decision-making.
- **Analyse** presenting needs, risks and safeguarding concerns, applying specialist clinical judgement to determine the most appropriate care, intervention or support pathway.

Service Delivery and Care Navigation

- **Deliver** a responsive, person-centred service that promotes positive outcomes for children, young people, families and carers.
- **Navigate** and coordinate access to relevant health, social care, education and voluntary sector services, ensuring seamless transitions and continuity of care.

Safeguarding and Risk Management

- **Assess** and manage clinical risk, safeguarding concerns and capacity, taking appropriate action in line with legislation, policy and professional standards.
- **Escalate** urgent risks and safeguarding issues promptly to protect children and young people and support safe service delivery

Communication and Professional Advice

- **Provide** specialist advice, guidance and consultation to children, young people, families, carers and professionals regarding mental health needs and available support.
- **Develop** effective working relationships with colleagues and partner agencies, ensuring clear communication and collaborative decision-making.

Governance, Quality and Improvement

- **Maintain** accurate, timely and comprehensive clinical records and outcome reports that support safe care, service effectiveness and organisational requirements.
- **Contribute** to clinical governance, audit, quality assurance and continuous improvement activities to promote high standards of practice and service delivery.

Professional Leadership and Development

- **Maintain** professional competence, registration and specialist knowledge through continuous professional development and reflective practice.
- **Model** professional excellence and organisational values whilst contributing to the development of colleagues, pathways and services.

Person specification

Experience & Qualifications

Essential

- Registered Nurse (Mental Health) (NMC)

Desirable

- Post Registration Qualification in Children's & Young persons mental health
- Minimum 6 months CAHMS or similar CYP experience assessing undifferentiated mental health presentations

Knowledge & Skills

Knowledge & Skills

Essential

- Substantial autonomous practice experience working in a multi-professional team
- Evidence of working with undiagnosed and undifferentiated patients
- Substantial experience of working with children and young people
- Experience of working in a mental health triage/ screening/ assessing capacity
- Experience of working in a community setting with knowledge of mental health services
- Ability to analyse and synthesise information and generate outcome reports
- Experience of working with IT systems, ie SystmOne
- Comprehensive knowledge of relevant policy & legislation

Desirable

- Presentation skills
- Knowledge of local NHS, Private and voluntary services

Personal Attributes

Essential

- Excellent attention to detail
- Self-motivated
- High levels of personal resilience
- Excellent communication skills
- Team player
- Flexibility to meet the needs of the service, including unsociable hours if required
- Commitment to continued professional development

Key policies and what we expect from each other

Belonging: At DHU, we want everyone to feel like they truly belong. We believe our team should be just as diverse as the people and communities we care for. Whoever you are, wherever you're from - you're welcome here. We're all about building a culture where everyone feels seen, heard, and valued.

Diversity: We're proud of the different backgrounds, experiences and perspectives our people bring. That's what makes us strong. We treat everyone fairly and respectfully, and we're committed to creating a workplace that celebrates what makes each of us unique. No one should ever feel left out, left behind, or treated differently.

Safeguarding: Keeping people safe is at the heart of what we do. Whether it's patients or colleagues, children or adults - we all share a responsibility to look out for one another and speak up if something doesn't feel right.

Health & safety: Everyone has a part to play in staying safe at work. Be mindful of how your actions affect others and follow our health and safety guidance. If you see something that's not safe, speak up.

Wellbeing: Look after your own health and wellbeing, and help create a positive, supportive workplace for everyone. Use the resources available, treat colleagues with respect, and speak up if something isn't right. Together, we can make DHU a place where everyone can thrive.

Engagement: Support and promote employee engagement by collaborating effectively, communicating openly, and contributing to a positive team culture.

Infection prevention and control: A clean and safe space is everyone's responsibility. Stick to our infection prevention guidance - it helps protect you, your team, and the people we care for.

Looking after our planet: We all have a part to play in protecting the environment. At DHU, we do our bit by using resources wisely and keeping waste to a minimum. That means recycling and sorting waste properly, switching off lights and equipment when we're not using them, reporting heating or cooling issues as soon as they happen, and cutting down on unnecessary travel. Small actions, big difference - especially when we all do them together.

Teamwork: As part of our DHU team, you might be asked to take on different tasks now and then to help us meet our goals. We all pitch in where we can, support each other, and stay flexible to keep things running smoothly.

Postholder acknowledgement

I acknowledge receipt and confirm my understanding and acceptance of the responsibilities specified in my Job Description.

Please Note: If you are unclear of any requirement in this document obtain clarification from your line manager.

First name:

Surname:

Signature:

Date: