

Competency Framework

High-level description

Introduction

The needs of Unaccompanied Asylum Seeking Children (UASC) are complex and require a multi-disciplinary team of clinicians to safeguard their emotional health and wellbeing.

Aims

The UASC project in reception centres in Kent aims to increase the quality, ability and confidence of staff to provide interventions in respect of identified emotional health and well-being needs.

Methods

The UASC project is using an action research methodology which in collaboration with stakeholder agencies and multi-disciplinary staff have developed a governance framework with competencies from which staff are supported and levels of care and abilities are identified.

A training module has been devised and is being delivered to support staff to meet the competency standards.

Results

The competencies were developed by the project lead using an existing understanding of staff abilities and the knowledge and skills required to deliver therapeutic interventions.

The project started to work with reception staff, social workers and stakeholder staff to gain a better understanding of who was doing what in respect of supporting this cohort of young people.

In conversation with stakeholders, it was agreed to form an emotional health and wellbeing network in which all agencies use the same screening tools, adhere to the competencies for staff and look to provide consultation and support for staff. The reception centre staffs are undertaking the training and are receiving weekly therapeutic consultation to ensure that an early intervention of care is delivered.

The findings are showing that the governance matrix and competency requirements are enhancing identification and understanding of the therapeutic requirements, as well as increasing the ability of staff to deliver quality interventions that reduce escalation of symptoms.

Conclusions

When working with UASC there is a need to recognise not only the complexity of need, but also the variety of skills required by the whole workforce to identify and provide quality interventions enabling early intervention to take place.

