

THE AIMH UK IMH CPD PROGRAMME

'Promoting excellence in infant mental health practice'

WHO IS IT FOR?

The IMH CPD Programme is for all staff working with infants and their parent/s/caregiver from pregnancy to the second year of life, and who support parent/s/ and or caregiver to promote healthy infant development.

The programme has been designed to help individual practitioners map their skills, knowledge and practice experience against the UK Infant Mental Health Competency Framework (IMHCF), and to build their own IMH Portfolio.

WHY SIGN UP FOR THE IMH CPD PROGRAMME?

- The IMH Competency Framework (IMHCF) provides the only national set standards to which all IMH practitioners should be working
- It provides each practitioner with guided support to assess their current skills and identify gaps in their knowledge and skill
- It provides practitioners with recognition of their IMH skills, knowledge and practice experience that can be use for personal development and to demonstrate IMH competencies to employers
- It will raise the standard of IMH practice nationally.

BUILDING THE IMH COMMUNITY

Membership of AiMH UK and the creation of an IMH Portfolio encourages all practitioners:

- to develop an IMH frame of mind, in which all practitioners focus on both the perspective of the baby (including the non-verbal infant) and that of the parent. This helps perinatal and IMH practitioners to recognise the parent-infant (P-I) relationship as a dynamic system, and to be able to promote the P-I relationship
- to help ensure the workforce is suitably skilled to identify need, and to deliver care to parent/s/caregiver who are pregnant or have a baby, and to both promote the mental health of the baby and provide access to appropriate evidence-based treatment where there are problems, as outlined in the Healthy Child Programme (DH, 2009;2014)

THE AIMH UK IMH CPD PROGRAMME

'Promoting excellence in infant mental health practice'

THREE LEVELS OF EXPERTISE:

LEVEL 1 PORTFOLIO

If you are a student or **practitioner** who works with infants in a childcare setting, or who work with the parent-infant dyad **under supervision**, Level 1 is for you. You may be an early years worker, nursery assistant or a childcare worker, for example.

LEVEL 2 PORTFOLIO

If you are a **regulated practitioner** who works autonomously with the parent-infant dyad, **supported by supervision**, Level 2 is for you. You may be a Parent-Infant Psychotherapist, Health Visitor, Psychologist, or Social Worker, for example.

LEVEL 3 PORTFOLIO

You should be creating a Level 3 Portfolio if you are a **regulated practitioner who delivers specialist services** to parents and infants with, for example, **responsibility for managing** a specialist team, **providing training** and **supervision of other practitioners**; and informing and implementing service development, protocols and policies at organisational and regional levels.

IMH RECOGNITION REGISTER (IMHRR)

The IMHRR has been created in order to acknowledge and give recognition to practitioners who have a proven expertise in infant mental health.

Entry on to the IMHRR is gained through successful completion of the IMH CPD Programme. Practitioners are required to document their infant mental health knowledge, skills and working practice against the IMH Competency Framework (IMHCF) and create their own IMH Portfolio.

Once completed, an assessor will review the IMH Portfolio submission and provide feedback. Upon a successful review, the practitioners name will be added to the IMHRR*, providing recognition of their IMH skills, knowledge and working practices.**

*Participants can choose whether their name is displayed on the IMHRR

** Fee may apply



HOW TO BUILD AN IMH PORTFOLIO

VIEW THE LIST OF DOMAINS

- Each Domain has its own colour
- Practice Themes are listed under each Domain
- Each Practice Theme contains competencies

READ THE COMPETENCIES

- Under each competency, find out what evidence you will need to upload
- Ensure that you consider all the points listed

SUBMIT EVIDENCE

- Once you are happy with the evidence you have provided, click on Submit for review
- Complete this process for all Domains

ENTRY TO IMH RECOGNITION REGISTER

- Upon a successful Peer Review of your Portfolio, your name will be added to the IMHRR for 3 years.**

**Participants can choose whether their name is displayed on the IMHRR

SELECT A DOMAIN

- Click on a Domain tile at the bottom of the page
- Read through the Practice Themes and competencies.

UPLOAD EVIDENCE

- Click on the title of the competency i.e., '1.01 Overview of early critical development'
- Type or copy & paste text into the text box.
- Upload files - drag & drop or select files, photos, videos etc. from your computer.
- Always SAVE updates and changes

SUBMIT PORTFOLIO FOR REVIEW

- When you are happy that you have uploaded evidence for all competencies in all Domains, you can choose to submit your Portfolio for review*

*Additional fee may apply

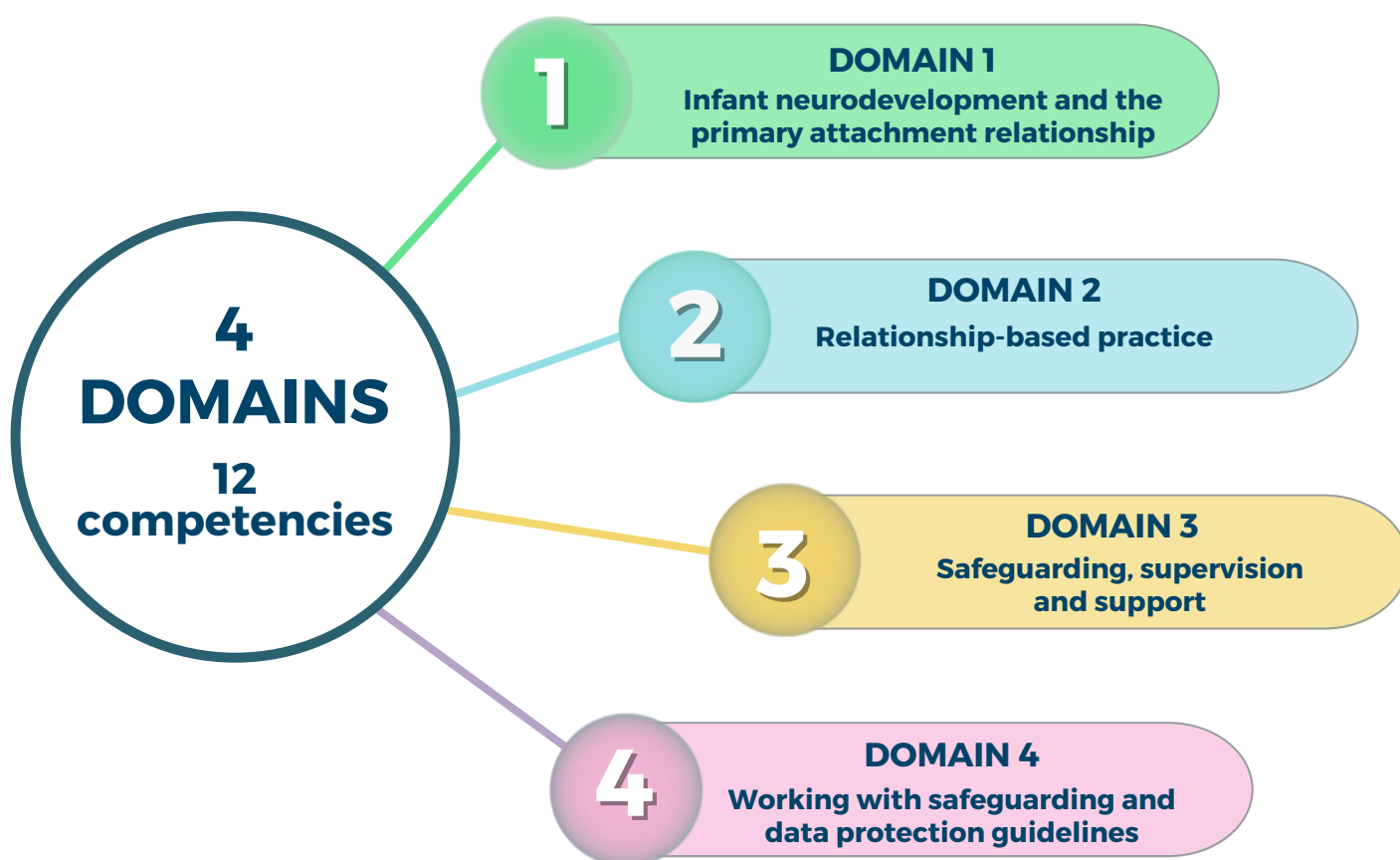
AIMH UK IMH CPD PROGRAMME

LEVEL 1 PORTFOLIO

If you are a practitioner who works with infants in a childcare setting, or who work with the parent-infant dyad under supervision, Level 1 is for you. You may be a nursery assistant or a childcare worker, for example.

As a practitioner working with babies, infants and adults, it is inevitable that you will be involved with and influencing good infant mental health practice. Building your IMH CPD Portfolio will support your working practice, as well as help to identify further training needs.

The Level 1 Portfolio consists of 4 Domains and 12 Competencies.



Building an IMH CPD Portfolio may sound complicated or seem overwhelming, but don't worry. You are only being asked to provide evidence and/or examples of your day-to-day working practices and to explain what you understand about infant mental health. This is what you do every day, and you probably don't even know how much you know!

Creating your IMH CPD Portfolio can be used for a number of reasons:

- to gather the evidence to compile your Infant Mental Health Portfolio for registration to the UK Infant Mental Health Recognition Register
- to self-assess your current level of infant mental health proficiency and identify areas for continuing professional development
- to provide evidence for revalidation with your individual professional body
- to provide practitioners who are not required to be on a statutory professional register, recognition of their infant mental health skills and knowledge



AIMH UK IMH CPD PROGRAMME

LEVEL 1 PORTFOLIO



4 Domains - 12 competencies

Under each Domain there are working Practice Themes which contain the competencies for you to complete.

Login to the AiMH UK CPD Portal and work through each Domain at your own pace. Click on the Practice Theme to find the competencies to complete. You can input text or add files, videos or pictures to provide evidence in support of your working practice in and around infant mental health. Once you have completed all the Domains, you can choose to submit your IMH Portfolio for peer review*.

*Fee may apply

1	2	3	4
<p>Infant neurodevelopment and the primary attachment relationship</p> <p>1 Practice Theme</p> <p>Early neuro-development, attachment and resilience</p> <p>2 Competencies</p>	<p>Relationship-based practice</p> <p>4 Practice Themes</p> <p>The importance of collaborative working</p> <p>1 Competency</p> <p>Threats to engagement</p> <p>1 Competency</p> <p>Supporting sensitive caregiving</p> <p>2 Competencies</p> <p>Transition to parenthood</p> <p>1 Competency</p>	<p>Safeguarding, supervision and support</p> <p>2 Practice Themes</p> <p>Assessing and responding to child protection risk and actual harm</p> <p>2 Competencies</p> <p>Seeking advice and supervision</p> <p>2 Competencies</p>	<p>Working with relevant legal and professional frameworks</p> <p>1 Practice Theme</p> <p>Legislation relevant to work with infants and parents</p> <p>1 Competency</p>

Upon a successful peer review, you will be added to the Infant Mental Health Recognition Register (IMHRR).

Being accepted on to the IMHRR will provide you with recognition for your infant mental health expertise. Your knowledge, skills and behaviours will be validated against the UK Infant Mental Health Competency Framework.

*Fee may apply

Level 2 Portfolio- Domain 1:

Infant Neurodevelopment and the Primary Attachment Relationship (2 competencies)

The 3rd trimester of pregnancy and the first two years of life represents a sensitive period of rapid neurodevelopment and important developmental achievements, notably self-regulation, an emergent self-protective (attachment) strategy, locomotion, and speech and language. Science shows that the quality of care afforded to infants by primary caregivers exerts the greatest influence on infant development during this sensitive period.

Domain 1 competencies reflect the key areas of knowledge and skills required for assessment, support and intervention that is informed by the quality of the parent-infant relationship and its influence on infant developmental outcomes.

Practice Themes

Early Neurodevelopment, Attachment and Resilience

2 Competencies

Competencies

1.01 Briefly explain what you understand about:

- infant attachment (secure and insecure attachment) and why this is important for infant socio-emotional, behavioural and cognitive development
- the types of interactions between infants and their caregiver's that are known to:
 - support
 - compromise infant attachment
- the factors that prevent parents from providing sensitive caregiving
- what is meant by 'resilience' and how does sensitive caregiving support the development of resilience in infants

1.02 Drawing on your recent practice, give an example of your knowledge and skills in assessing and supporting infant mental health and development.

Depending on your work context, this may involve your work with parent(s) and infant together, or when providing care to infant alone, such as in a nursery setting.

Please consider what you do regarding the following:

- supporting the development of healthy, age-appropriate development (emotional, social, behavioural, motor, cognitive)
- the importance of safety and comfort; attuned & contingent interactions; mind-mindedness; rupture and repair, and model such interactions with the parent and infant
- how you communicate and support sensitive caregiving to parent(s)/ caregiver(s)
- reporting to key workers, supervisors and other practitioners regarding progress and/or concerns
- contribute to the development of personalised support and intervention plans

Level 1 Portfolio- Domain 2:

Relationship-based Practice (5 competencies)

A key part of infant mental health work involves 'relationship-based practice'. This involves working collaboratively with the family, in order to establish and sustain a respectful, non-judgmental and trusting relationship with them, and having an understanding about barriers to engagement and methods of addressing these.

Domain 2 highlights the key aspects of relationship-based practice that are necessary to promote infant mental health.

Practice Themes

Collaborative Working

1 competency

Competencies

2.01 Drawing on your recent practice illustrate your knowledge and skills with regard to working collaboratively with parents and other significant relationships that can influence the infant.

Please describe what you do in relation to the following:

- engaging parent(s)/ caregiver(s) through sensitive communication
- supporting parents in their relationship with their infant/toddler
- reporting to key workers, supervisors and other practitioners regarding progress and/or concerns
- contributing to the development of personalised support and intervention plans
- establishing/sustaining respectful and trusting relationships with appropriate boundaries

Supporting Sensitive Caregiving

2 competencies

2.02 Drawing on your recent practice, illustrate your knowledge and skills in relation to supporting the type of sensitive and responsive caregiving appropriate for healthy infant development (e.g., provision of safety and comfort; attuned & contingent interactions; mind-mindedness; rupture and repair).

Please consider the following points:

- infant age, behaviour as communication, and neurodevelopment
- parental/ caregiver capacity
- reciprocal infant attachment and adult care giving systems
- features of the bi-directional parent-infant relationship
- modelling of responsive caregiving
- reporting to key workers, supervisors and other practitioners regarding progress and/or concerns

2.03 Drawing on your recent practice, illustrate your knowledge and skills in terms of working with different parental cultural beliefs and practices that influence caregiving.

Please consider the following points:

- how you might adapt your practice and service delivery in response to cultural differences
- how you identify cultural variations to parenting that may give rise to concern
- how you engage in sensitive discussion with parent(s) from different cultures
- how you report to key workers, supervisors and other practitioners regarding progress and/or concerns

Practice Themes

Threats to engagement

1 competency

Competencies

2.04 Drawing on your recent practice illustrate how you have recognised parental resistance to support that you were providing, and what you did to overcome such resistance.

Please consider the following points:

- barriers to engagement that you have experienced
- what you have done to address poor engagement including sensitive discussions with parent/s/caregiver reporting
- how you report to key workers, supervisors and other practitioners regarding progress and/or concerns
- how you address safeguarding concerns

Transition to parenthood

1 competency

2.05 Please provide a brief explanation of the factors that you have found helpful in supporting a parent's transition to parenthood, and the factors that you have found can hinder their transition.

Level 1 Portfolio- Domain 3:

Safeguarding, Supervision and Support (4 competencies)

The safeguarding process, including child protection focuses, on protecting individual infants that are identified as suffering or at risk of suffering significant harm. Safeguarding is an individual, professional obligation and relies on effective engagement with parents and the wider family, and multi-agency collaboration.

Domain 3 competencies reflect the key knowledge and skills required to assess and appropriately respond to infant safeguarding risks.

Practice Themes

Assessing and responding to child protection risk and actual harm

2 competencies

Competencies

3.01 Tell us what you understand by each of the following:

- safeguarding risk
- developmental risk
- developmental trauma

Ensure that your explanation includes some discussion about each of the above in relation to parental sensitivity/caregiving capacity.

3.02 Drawing on your practice illustrate your knowledge and skill in relation to identifying and responding to child protection concerns in relation to an infant in your care (risk of or actual harm) (e.g. emotional and/or physical and/or sexual abuse, and/or neglect).

Please consider the following points:

- what your concerns about the baby's wellbeing were; and what (if any) your concerns were about the parent-infant interaction
- whether you used any tools to help in your assessment (e.g., parent report measures)
- discuss concerns with parents as appropriate
- reporting to key workers, supervisors and other practitioners regarding progress and / or concerns
- making child protection referrals

Seeking advice and supervision

2 competencies

3.03 Provide a practice focused account of your experience of informal and/or formal supervision, reflective practice and self-appraisal for safe work with infants and their parents.

Describe how this has helped you in terms of the following:

- maintaining safe and effective practice
- enhancing the quality of the service that clients receive, including therapeutic boundaries
- the personal impact of challenging work on the practitioner and using colleague support and supervision
- reflecting on feedback (supervisor and others), practice and training experience to develop new understanding, knowledge and skills

3.04 Drawing on your recent practice explain your approach to supporting colleagues with different levels of expertise and the wider team.

Please consider the following points:

- things you have done to support new and/or less experienced practitioners
- how you provide constructive feedback
- how you address poor practice and or behaviour
- how you report to key workers, supervisors and other practitioners

Domain 4 highlights some of the relevant legal and professional requirements that are specific to effective infant mental health practice.

Practice Themes

Legislation relevant to working with infants and parents

1 competency

Competencies

4.01 Drawing on your experience illustrate your knowledge and skills in terms of applying safeguarding and data protection guidelines in your work with infants and their parents.

Please give examples of the following:

- information sharing (what, when and who)
- the legislative precedence given to safeguarding concerns relative to GDPR guidance about information sharing
- how you might address the need for confidentiality in addition to your professional obligation to share information
- seeking support and supervision
- making child protection referrals