

Job Description

Job Title	Mental Health Support Team Senior Practitioner
Service/Department	CYP Service Trailblazer Wave 3
Salary Band and scale range	£30,401 - £37,267
Hours	2 Posts – 37.5 hours per week
Base	Colchester, North East Essex
Responsible to	Clinical Lead of the Mental Health Service
Accountable to	MNEE Mind Service Clinical Lead

Job Summary: To work as a Senior Practitioner and Supervisor in an exciting new Service which we will be delivering across the Colchester area in North East Essex Locality. The Mental Health Support Team (MHST) will be based within schools, ensuring children and young people receive faster access to earlier mental health support. You will be one of the key leads in the setup and running of this new Service, and when necessary and appropriate deputise for the senior psychological therapist.

In this role you will support and provide a high-quality service to students (and their families) experiencing mild to moderate mental health difficulties. This will be done through the supervision of Educational Mental Health Practitioners (EMHPs) and through direct delivery of evidence based interventions to support the recovery of young people referred to the Service. Utilising skills and knowledge of CBT and child and adolescent mental health practice along with knowledge of whole school approaches to mental health. This work will be in accordance with Clinical Governance processes and Professional Standards.

Key Responsibilities:

- To supervise two elements of EMHP practice: 1. Low intensity cognitive behavioural interventions and 2. Whole school approaches to mental health in education settings.
- To provide assessment of health, development, and biopsychosocial needs in an educational setting, and provide a risk assessment of children and/or adolescents presenting with a wide variety of mild to moderate mental health and social needs
- Work creatively with all members of the Team to create training packages for Teachers and support and awareness sessions for young people and parents/carers.
- Support the Team to plan and organise activities, prioritise and assist other members of the Team to coordinate the care of the children and/or adolescents in the schools.
- Complete psychosocial formulations to inform care planning.
- To provide consultation as required to other professionals (such as Teachers and Family Workers) around mental health issues in children and young people in schools.
- To offer interventions such as CBT, solution focussed work, guided self-help and group support to children and young people within an educational setting.
- Hold an appropriate caseload.
- To enhance emotional wellbeing and to promote or build resilience in children and young people through educational workshops, assemblies and PSHE lessons.
- To deliver psycho education and support to parents/carers and Teachers.
- To work with the Team and stakeholders to determine how delivery of care will need to be altered in the different settings dependent on need (For example; to consider the provision required for special schools).
- To produce accurate records, reports and observations as required
- To refer on, or signpost, to appropriate specialist agencies.

- To liaise closely with other professionals including colleagues in the Emotional Wellbeing and Mental Health Service (EWMHS), GPs, Paediatricians, School Counsellors, Children's Services and other voluntary agencies.
- To measure outcomes for all interventions
- To contribute to Team multi-disciplinary working.
- To support the roll out of further MHST's within the Locality
- Demonstrate appropriate understanding of the legal and ethical issues in providing mental health care to children and/or adolescents.
- Demonstrate an understanding of the Mental Health Act, Mental Capacity Act and the Care Act. The post holder will also have an understanding of the Safeguarding Children and Young People and Child Protection procedures.
- The post-holder will be required to work with young people whose behaviour may be personally challenging and deal with occasional exposure to highly distressing or highly emotional circumstances.

Communication

- As the post holder will be working within the community, they will establish and maintain positive relationships with professionals, agencies, charities and teams who also provide services to children and/or adolescents in the community. These relationships are a key part of the role in which you will be representing Mid & North East Essex Mind
- Be able to clearly and effectively communicate both clinical and non-clinical information with those receiving care, their families/carers and with other professional colleagues, as appropriate.
- The post-holder will be able to demonstrate a high level of interpersonal skills, self-awareness and empathy in all communications.
- Develop and maintain good working relationships with colleagues within all agencies in order to benefit the child and/or adolescent and the Service.
- Represent the Team at meetings as delegated by the Service Operations Manager and contribute effectively to the meeting agenda.
 - Key communication:
 - MHST colleagues, including the Service Operations Manager, NELFT Clinical Lead, other MHST Supervisors, EMHP's and administrators.
 - School partners, including Head Teachers, Mental Health Champion/Lead, Teachers, SENCO's and Teaching Assistants.
 - NELFT Clinical Lead and Team Leads, including EWMHS Practitioners.
 - EWMHS colleagues, including the Service Manager and SPA Clinical Lead
 - Social Care and Early Help Colleagues
 - SEND colleagues, including Specialist Teachers and Educational Psychologists
 - Other Managers and Clinical Staff
 - Staff during supervision

Human Resources

- Clinically supervise the Educational Mental Health Practitioners (EMHPs) in the Team
- Assist the Service Operations manager with recruitment and selection, as required.
- To provide clinical supervision to the Educational Mental Health Practitioners (EMHPs) through their training and ongoing work, who will be using CBT based approaches in their direct work with young people.
- To participate in Clinical Supervision.
- To attend and participate in supervision training, supervision and the appraisal process, to ensure professional development and competence. This will take place at University of East Anglia and will involve a CPD course- this may be face to face or online or a blended offer.
- Ensure that all policies applicable to Mid & North East Essex Mind are implemented as far as it is within their ability, contributing to developing new processes and procedures within the MHST's
- Maintaining own professional development and taking part in the Organisation's Appraisal process

Research & Development Activity

- To participate in regular audits, quarterly reporting, and research projects for the improvement of the Team's clinical practice.
- To collaborate with other team members in the design and implementation of audit and research projects.

Clinical and Practice Governance

- Participate fully in providing quality care in line with local and national guidelines e.g. NICE Guidance & Quality Standards relating to children and/or young people with mental health difficulties and social care difficulties
- Observe and maintain strict confidentiality with regards to any pupil/family/staff records and information in line with the requirements of GDPR
- Any data that is taken/shared as part of a phone call or transported, faxed or transferred electronically must be undertaken with regard to the Organisation's Information Governance and Information Security Policies.
- The post holder must adhere to the Organisation's Risk Assessment and Risk Management processes
- It is a condition of your employment that you are currently registered with the relevant professional body and it is your responsibility to maintain your professional registration.
- Undertake mandatory training and any other training relevant to the role as required by Mid & North East Essex Mind.
- Provide pupils and their families/carers with information on standards they should expect from the Team
- Participate in Clinical Supervision on a regular basis
- The post holder is required to participate in relevant Business Continuity processes for their Team.

This post is subject to the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975 and as such it will be necessary for a submission for disclosure to be made to the Criminal Records Bureau to check for any previous criminal convictions.

Sustainability

It is the responsibility of all staff to minimise the Organisation's environmental impact wherever possible. This will include recycling, switching off lights, computers, monitors and equipment when not in use. Helping to reduce paper waste by minimising printing/copying and reducing water usage, reporting faults and heating/cooling concerns promptly and minimising travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

Organisational values: *Post-holders should be able to demonstrate the following:*

Value	Phrase
Honest	Trust in our honesty
Empowering	Giving others strength
Non-judgemental	Treating all as equals
Respectful	Showing admiration for others
Supportive	Here when people need us

General:

- *To be aware of the responsibilities of all employees to maintain a safe and healthy environment for pupils, visitors and staff*
- *All post holders must adhere to the Code of Conduct and Confidentiality and be aware of and adhere to all Organisation Policies and procedures*
- *This job description is intended only as a guide to the range of duties involved. The post holder will need to be flexible and adaptable in order to respond to other duties that may be required from time to time and the changes and developments within the Organisation.*
- *The post holder will be required to participate in the assessment of risk and thereby contribute towards clinical and corporate governance agenda as appropriate*
- *The post holder must maintain the confidentiality of information about clients and other services, in accordance with the charity's policy.*
- *The post will be subject to a regular annual staff appraisal*
- *The post holder will be expected to keep themselves up to date on all matters relating to Mid and North Essex Mind's procedures and policy.*
- *The post holder must familiarise themselves with matters relating to health and safety management as they affect them personally and/or the charity, reporting any potential risks to life or property immediately in accordance with the charity's Health and Safety policy and procedures. They must use all equipment provided to undertake their role safely.*
- *Refrain from smoking in any area of the premises not designated a smoking area.*
- *Where you are a member of a professional body you are required to conform to the professional standards set by that body. You are required to ensure your registration is current and practice continuous professional development.*
- *The charity is committed to Equal Opportunities for all present and potential members of staff and clients. Therefore the charity expects all employees and volunteers to understand, support, and apply this policy through their working practice, which requires all individuals to be treated with respect, dignity, courtesy, fairness and consideration*
- *Co-operate with all staff in maintaining good relationships with outside agencies and the general public in order to uphold the charity's image and win increased support for its work*
- *Carry out any other duties as are within the scope, spirit and purpose of the job, the title of the post and its grading as requested by your direct Line Manager*

Person Specification

POST: Mental Health Support Team Senior Practitioner

Category	Essential	Desirable
Education & Qualifications	<ol style="list-style-type: none"> 1. Relevant professional qualification or equivalent eg, accredited PWP, qualification in systemic family therapy, qualification in child and adolescent psychotherapy, qualified Counsellor, mental health nurse qualification. 	<ol style="list-style-type: none"> 1. Post graduate qualification in IAPT or PWP 2. CBT qualification 3. Supervisor Training
Experience	<ol style="list-style-type: none"> 2. Extensive experience of work with children and/or adolescents with mild to moderate mental health problems. 3. Experience of working in a multi- disciplinary team. 4. Experience of supporting young people in an educational setting and/or experience of working with schools, promoting a whole school approach to mental health 5. Experience of working with and managing risk 	<ol style="list-style-type: none"> 4. Experience of delivering psycho education workshops to professionals, young people and/or parents/carers. 5. Experience of working with positive behaviour approaches 6. Experience of working with young people with ADHD, ASD and/or other learning difficulties. 7. Experience of clinically supervising team members with their own clinical work. 8. Experience of delivering evidence-based interventions to children and young people in groups and/or one to one setting.
Skills, Abilities & Knowledge	<p>Skills</p> <ol style="list-style-type: none"> 6. Knowledge of legislation related to children and/or adolescent’s mental Health and Social Care e.g. Mental Health Act, Mental Capacity Act, Care Act, Child Protection and Safeguarding of Vulnerable Children etc. 7. Ability to work autonomously in community and School setting, making appropriate decisions 8. Ability to prioritise work load and to meet deadlines 9. Ability to manage distressing and challenging situations, one of which could be a student suicide. 10. Good knowledge of different outcome measures used in Children and Young Peoples settings (SDQs/RCADS etc.) 11. Ability to feedback and discuss cases within the multi-disciplinary team. 12. Excellent report writing skills. 13. Ability to communicate information on formulation, risk and intervention to staff from other disciplines. 14. Advanced keyboard skills and ability to communicate through IT using packages such as Word, Outlook, Excel and PowerPoint. 	<ol style="list-style-type: none"> 9. Knowledge and understanding of CYP-IAPT 10. Knowledge and understanding of common mental health stressors in an educational setting.

	<p>15. Ability to work flexibly as part of a team</p> <p>16. Understanding of and commitment to organisation values</p> <p>17. Knowledge and understanding of the Green Paper; Transforming Children and Young People’s Mental Health Provision</p> <p>Safeguarding and promoting the welfare of children and young people/vulnerable adults</p> <ol style="list-style-type: none"> 1. Ability to safeguard and promote the welfare of children and young people 2. Demonstrates understanding of safeguarding issues 3. Appreciates the significance of safeguarding and interprets this accurately for all individual children and young people whatever their life circumstances 4. Can demonstrate an ability to contribute towards a safe environment 5. Is up-to-date with legislation and current events 6. Can demonstrate how s/he has promoted ‘best practice’ 7. Shows a personal commitment to safeguarding children <p>Working within Professional Boundaries</p> <ol style="list-style-type: none"> 1. Accepts responsibility and accountability for own work and can define the responsibilities of others 2. Recognises the limits of own authority within the role 3. Seeks and uses professional support appropriately 4. Understands the principle of confidentiality 5. Demonstrates professional curiosity 	
<p>Personal Characteristics</p>	<p>Emotional Awareness</p> <ol style="list-style-type: none"> 30. Aware of the range of emotions in self and others 31. Demonstrates empathy for the concerns of others 32. Listens to and understands directly and indirectly expressed feelings 33. Encourages others to express themselves openly 34. Manages strong emotions and responds constructively to the source of problems 35. Shows respect for others’ feelings, views and situations 36. In highly stressful situations keeps own feelings in check, takes constructive action and calms others down 37. Has a range of mechanisms for dealing with stress, can recognise when to use them and does so 38. Listens to personal comments without becoming defensive <p>Self-awareness</p> <ol style="list-style-type: none"> 39. Has a realistic knowledge of personal strengths and areas for development 40. Can demonstrate flexibility of approach 41. Shows a realistic appreciation of the challenges of working with children and young people 	

	<p>Other 42.Ability to travel across the County sometimes at short notice 43.Satisfactory Criminal Records Disclosure</p>	
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