# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# JOB TITLE: Education Mental Health Practitioner (qualified)

# DEPARTMENT: Children’s Service Department

# LOCATION: Bexhill and Rother

# GRADE: East Sussex Single Status Grade 9

# RESPONSIBLE TO: Senior Mental Health Practitioner – Mental Health Support Teams

# Purpose of the Role:

With appropriate supervision, to work as an autonomous and responsible practitioner in order to:

* Deliver evidence-based intervention for children and young people in education setting with mild to moderate mental health problems
* Help children and young people within these settings who present with more severe problems to rapidly access more specialist services
* Support and facilitate staff in education settings to identify and where appropriate manage issues related to mental health and wellbeing
* Work with and within education environments to afford better access to specialist mental health services
* Support schools and colleges in developing strategies/activities to promote emotional well-being and positive mental health.

Use the acquired skills, knowledge and abilities to deliver a service based within education settings that builds on and reinforces but does not replace those initiatives that already exist within these environments.

**Key tasks:**

1. Assess and deliver outcome focused, evidence-based interventions in educational settings for children and young people experiencing mild to moderate mental health difficulties, working at all times in collaboration with and giving respect to the education function of the setting in which the post-holder is deployed.
2. Work in partnership to support children and young people experiencing mild to moderate mental health difficulties and their parents/carers, families and educators in the self-management of presenting difficulties.
3. Complete evidence-based functional assessments of a child or young person’s emotional well-being and mental health, in collaboration with service-users and other members of the multi-disciplinary team
4. Work in effective, evidence-based partnership with children, young people, their families and their educators in the development of plans for the intervention and agreed outcomes.
5. Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
6. Operate at all times from an inclusive values base, which recognises and respects diversity.
7. Identify patterns of discrimination and take action to overcome any potential discrimination and promote diversity and equality of opportunity
8. Persist in developing and maintaining therapeutic relationships with children, young people and their families and carers who may at times be in situations of emotional distress and may present in an aggressive manner
9. Accept referrals within educational settings according to agreed local and national and local protocols.
10. Undertake and record accurate assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the educational setting and Local Safeguarding Board guidance.
11. Adhere to all regulations, processes and procedures within the educational service to which the post holder is attached within the educational setting where the post-holder working including (but not limited to) HR policies, training requirements, referral protocols, and emergency procedures. Signpost referrals of children with more complex needs to a locally identified appropriate relevant service
12. Liaise with other relevant professional support staff linked with the educational setting such as the link educational psychologist and other ISEND support staff
13. Through case management, supervision and any other relevant local pathway, escalate cases where the level of need or risk is beyond the scope of practice of the post holder.
14. Provide a range of information and support for evidence based psychological treatments, primarily guided self-help.
15. Practice, evidence and demonstrate an ability to manage one’s own caseload in conjunction with the requirements of the team.
16. Attend multi-disciplinary and multi-agency meetings relating to referrals or children and young people, where appropriate.
17. Keep clear, professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making.
18. Complete all requirements of the MHST and of the educational setting relating to data collection.
19. Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
20. Work within a collaborative approach involving a range of relevant others when indicated.
21. Contribute to the development of individual or group clinical materials or training materials, and in addition to develop such materials independently as falls within own degree of competence, and under direction of the wider team.
22. Continue to apply learning gained on the training program directly to practice.
23. Prepare and present case load information to supervisors within the service on an agreed and scheduled basis to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
24. Respond to and implement supervision suggestions by supervisors in practice.
25. Engage in and respond to personal development supervision to improve competences and practice.
26. To disseminate research and service evaluation findings in appropriate formats through agreed channels.
27. Ensure that any risks or issues related to the safety and wellbeing of anyone the post holder comes into contact within the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
28. Attend relevant educational opportunities in line with identified professional objectives.
29. To act at all times in accordance with the respective professional Codes of Conduct and ethical protocols.

This job description sets out the duties of the post at the time when it was drawn up. Such duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

# EAST SUSSEX COUNTY COUNCIL PERSON SPECIFICATION

# JOB TITLE: Education Mental Health Practitioner (qualified)

# GRADE: Single Status 9

# Essential key skills and abilities

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| These criteria will be assessed at the application and interview stage |
| * Ability to work effectively with children and young people * Ability to build positive trusting therapeutic relationships with vulnerable children, young people and their families/carers * Ability to understand and comply with local and national referral routes, processes and procedures * Ability to work effectively with senior staff in education settings to plan and deliver support for children and young people * Ability to participate in post-graduate training and work under supervision * Ability to manage caseloads and prioritise time effectively * Ability to work collaboratively, specifically with teachers, senior leaders in schools, parents and other services * Ability to influence and support cultural change within education settings * Strong organisational skills * Excellent written and verbal communication skills |

# Essential education and qualifications.

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| These criteria will be evidenced via certificates, or at interview |
| * Degree level qualification or equivalent * Successful completion of the Health Education England commissioned 1year ‘Education Mental Health Practitioner’ course |

# Desirable education and qualifications.

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| These criteria will be evidenced via certificates, or at interview |
| * Evidence of ongoing professional development |

# Essential knowledge

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| These criteria will be assessed at the application and interview stage |
| * Knowledge and understanding of education system * Knowledge of the key issues facing children and young people in terms of mental health * Knowledge of mental health support services available to children and young people |

# Essential experience

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| These criteria will be assessed at the application and interview stage |
| * Experience of working with children and young people * Demonstrable knowledge and skills in delivering mental health care for children and young people * Experience of keeping records and complying with quality assurance requirements * Experience of using IT to manage projects e.g. Microsoft Project and spreadsheets |

# Desirable experience

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| These criteria will be assessed at the application and interview stage |
| * Experience of maintaining and returning data records on referrals and caseloads |

# Other essential criteria

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| These criteria will be assessed at the application and interview stage |
| * Ability to maintain a supportive and non-judgemental approach * Ability to effectively manage, prioritise and organise workload, and work under pressure to meet competing deadlines * Self-motivated with the ability to enthuse and motivate others * Able to work independently and on own initiative, within the framework of professional supervision * Ability to demonstrate an understanding of and commitment to equal opportunities * Full driving licence or the ability to demonstrate how meet the travel requirements of the role |

**Date (drawn up): August 2019, modified August 2020**

**Name of Officer(s) drawing up person specifications: Elizabeth Funge, Head of Education Improvement**

**Job Evaluation Reference: 11781**

Health & Safety Functions

This section is to make you aware of any health & safety related functions you may be expected to either perform or to which may be exposed in relation to the post you are applying for. This information will help you if successful in your application identify any health-related condition which may impact on your ability to perform the job role, enabling us to support you in your employment by way of reasonable adjustments or workplace support.

| **Function** | **Applicable to role** |
| --- | --- |
| Using display screen equipment | Yes |
| Working with children/vulnerable adults | Yes |
| Moving & handling operations | No |
| Occupational Driving | Yes |
| Lone Working | No |
| Working at height | No |
| Shift / night work | No |
| Working with hazardous substances | No |
| Using power tools | No |
| Exposure to noise and /or vibration | No |
| Food handling | No |
| Exposure to blood /body fluids | No |