# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# Job Title: Senior Mental Health Practitioner

# Department: Children’s Services

# Grade: [Single Status 12](https://www.eastsussex.gov.uk/jobs/working-here/pay/east-sussex-single-status)

# Responsible to: Specialist Mental Health Practitioner (SEND) – Mental Health Support Teams (MHSTs)

# Responsible for: Educational Mental Health Practitioners

# Purpose of the Role:

The Mental Health Support Team works with young people aged from 7 - 17 years who have mild to moderate mental health needs . The service in East Sussex is part of a national programme that started in 2019 funded by NHSE . There are five teams covering 69 schools which include Primary, Secondary, Post 16, Alternative Provision and Special schools.

The service has training provided by Health Education England who have trained Education Mental Health Practitioners to use evidence based low intensity CBT interventions .There is a one year training provided for Senior Mental Health Practitioners in Clinical supervision.

This is a diverse team which is part of the Education division made up of Education Mental Health Practitioners, CWP's ,Senior Mental Health Practitioners Clinical Psychology, SEND Specialist Practitioners, Parent / Carer Practitioners, Managers for Clinical Practice and Whole School approach and an admin team, overseen by a Service Manager. The MHST is able to make a difference to young people by offering early intervention and working with schools on the Whole school approach to mental health.

**SEND Senior Mental Health Practitioner;**

The SEND Senior Mental Health Practitioner has a varied role to cover the core functions of the service. The role will focus on supporting the complex needs of children and young people with special educational needs and disabilities and their parents/carers in all the MHST schools with particular focus on special schools within MHSTs. Initially this will involve working with the MHST schools to help identify the needs of pupils, their parents/carers and school staff to effectively support pupils and to develop suitable mental health provision that is responsive to need.The postholder will provide guidance to MHST staff around the needs of children and young people with SEND and their parents/carers and teachers. The role will be working alongside community partners and developing relationships between the MHST and educational settings.

You will provide supervisory support and guidance for the Educational Mental Health Practitioners or trainees in the service. This includes case management, line management and clinical skills. You will be the link to a number of SEND Special Schools where you will work in partnership with the schools on referrals, advice and signposting. The SEND Senior Mental Health Practitioner will hold a caseload offering evidence-based interventions for moderate mental health needs in one to one interventions and groupwork. You will promote the whole school approach on mental health in schools, deliver workshops, training and consultation to staff and parents and carers.

As a service we are able to see the difference we are making by the outcome measures that children and parents complete and the reviews we hold with schools to focus on our work on whole school approach.

# Key tasks:

1. Perform all aspects of the role in accordance with occupational protocols, Local Authority and school policies.
2. Contribute to the development and provision of mental health and emotional well-being services to children and young people in educational settings, working with stakeholder to create referral routes and develop whole school approaches to supporting the mental health and wellbeing of pupils.
3. Provide leadership and management for Education Mental Health Practitioners (EMHPs) within the team and lead teams of staff in the delivery and evaluation of support.
4. Provide assessment, planning and delivery for service users with mild to moderate mental health difficulties. This will include the provision of highly skilled professional support, psychological interventions, group work, clinical assessment, risk assessments/ management, promoting recovery and inclusion and ensuring co-production with service users, families and carers and the education staff.
5. Liaise with all members of the multi-disciplinary team and outside agencies in the implementation of therapeutic support for children and young people.
6. Provide specialist consultation and advice to other members of staff and trainees, whilst also acting as a role model.
7. Ensure that support activities are research based and in keeping with changes in the field of activity.
8. Contribute to the development of ideas and innovative practice and propose changes to protocols and procedures within the MHST and CAMHS where required.
9. Actively promote the whole school-based approach to developing and maintaining emotional health and well-being and supervise EMHPs in this activity.
10. Depending on experience there could be a focus on SEND or Children and Young People’s Participation in this role.

Recognising that ESCC is a large organisation with a number of over-arching priorities extending to all areas of our work, you should be aware of these Council priorities and proactively seek appropriate opportunities in your work/service area to contribute, in consultation with your line manager; in particular, but not limited to:

* Net zero emissions targets – reduce your work’s environmental impact.
* Equality, Diversity and Inclusion – contributing to an inclusive and supportive working environment.
* Making the best of our resources - ensuring awareness of the impact of what you do to maximise the use of public monies.

# PERSON SPECIFICATION

# Essential education and qualifications

1. Core professional qualification relevant to mental health e.g. nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work, Educational Psychology, PWP, CWP, CBT or Low intensity Psychological Practitioner
2. Qualification in leadership or supervision, or willingness to commence if successful
3. Registration with relevant Professional body, Social Work England, HCPC, Nursing or equivalent

# Essential key skills, abilities, knowledge, experience, values and behaviours

1. Ability to carry out both operational and clinical risk assessments within scope of practice
2. Ability to plan and organise a varied workload for self and others, working to short deadlines, able to work independently and on own initiative, within the framework of professional supervision
3. Ability to communicate effectively with a range of people in a clear, concise and accurate manner, changing messages to suit different audiences, e.g. children/young people and their families, carers and other professionals
4. Clinical decision-making and problem-solving skills
5. Ability to influence and support cultural change
6. Ability to analyse, interpret and clearly present data, some of which may be complex, in line with Data Protection regulations.
7. Ability to use technology as part of the role including Outlook, Excel, Word, Microsoft Teams.
8. Knowledge of National Legislation and drivers support for children and young people with emotional and mental health concerns
9. Awareness of national and local policies and how these impact on child and adolescent education
10. Working knowledge of the application of their respective professional code of conduct
11. Experience of working with children/young people with mental health difficulties individually and in groups
12. Experience of delivering evidence based interventions
13. Experience of working in a CYP setting.
14. Experience of providing clinical, managerial and educational supervision according to professional guidelines, including:
15. being accountable for another practitioner’s work
16. supervising a practitioner in risk assessment and risk management
17. supervising a practitioner in gatekeeping/caseload management
18. Competency assessment, evaluation or contributing to supervisee’s annual appraisals and identification of CPD needs
19. Experience of providing consultation and support to professionals and parents/carers who are supporting a child or young person with emotional or mental health difficulties
20. Experience of managerial or clinical leadership
21. Ability to demonstrate an understanding of, and commitment to, equal opportunities
22. Full driving licence or the ability to demonstrate how meet the travel requirements of the role

# Desirable key skills, abilities, knowledge, experience, values and behaviours

1. Knowledge of whole-school approaches to mental health in education settings

**Document version control:**

Date created/amended: April 2025

Name of person created/amended document: KD/LH

Job Evaluation Reference: 11805

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 |