# 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: Mental Health Support Team Manager – Mental Health Support Teams (MHSTs)

# Responsible for:

# 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.

The Senior Mental Health Practitioner has a varied role to cover the core functions of the service.

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 if you complete the year clinical skills training. You will be the link to a number of primary and secondary schools where you will work in partnership with the schools on referrals, advice and signposting. The Senior Mental Health Practitioner will hold a small 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 and training to staff and parents. You will work alongside community partner's in developing the service by maintaining relationships with other agencies to work in partnership.

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.

# 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 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 manage caseloads and prioritise time effectively
3. Ability to provide effective supervision and develop the skills of junior staff
4. Clinical decision-making and problem-solving skills
5. Inter-personal skills with users of the service, being sensitive to their needs and comments
6. Ability to communicate effectively, orally and in writing, information to children/young people and their families, carers and other professionals
7. Ability to influence and support cultural change
8. Ability to work in partnership across agencies and services
9. Ability to undertake auditing/data collection
10. Skills in the use of IT, Word/Excel/Outlook
11. Knowledge of National Legislation and drivers support for children and young people with emotional and mental health concerns
12. Awareness of national and local policies and how these impact on child and adolescent education
13. Working knowledge of the application of their respective professional code of conduct
14. Working knowledge of the principles of effective supervision
15. Experience of working with children/young people with mental health difficulties individually and in groups
16. Experience of delivering evidence based interventions
17. Two years’ experience of working in a CYP setting.
18. Experience of providing clinical, managerial and educational supervision according to professional guidelines, including:
19. being accountable for another practitioner’s work
20. supervising a practitioner in risk assessment and risk management
21. supervising a practitioner in gatekeeping/caseload management
22. Competency assessment, evaluation or contributing to supervisee’s annual appraisals and identification of CPD needs
23. 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
24. Experience of managerial or clinical leadership
25. Experience of organising team duties
26. Experience of working in a multi-disciplinary team
27. Ability to maintain a supportive and non-judgemental approach
28. Ability to effectively manage, prioritise and organise workload, and work under pressure to meet competing deadlines
29. Self-motivated with the ability to enthuse and motivate others
30. Able to work independently and on own initiative, within the framework of professional supervision
31. High levels of commitment, motivation and innovation
32. Ability to demonstrate an understanding of, and commitment to, equal opportunities
33. Full driving licence or the ability to demonstrate how meet the travel requirements of the role
34. Act as an effective advocate for children/young people with emotional and mental health difficulties to continuously update knowledge skills and challenge practice

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

1. Ability to work collaboratively, specifically with teachers, senior leaders in schools, parents and other services
2. Management training
3. Therapeutic post graduate qualification
4. Post Graduate qualification
5. Mentorship qualification
6. Knowledge of NICE, CQC standards and regulations.
7. Knowledge of whole-school approaches to mental health in education settings
8. Experience of managing within a variety of Children and Young People clinical service areas
9. Experience of delivering CBT interventions
10. Experience of providing mentorship
11. Experience of working in a community environment
12. Experience of working in an educational environment
13. Competence in low-intensity cognitive-behavioural interventions
14. Experience of delivering interventions in a CYP setting
15. Registration with relevant Professional body, BACP, BABCP or equivalent
16. Evidence of continued professional development

**Document version control:**

Date created/amended: April 2024

Name of person created/amended document: KD

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 |