# EAST SUSSEX COUNTY COUNCIL

**Job Description**

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| **JOB TITLE:** | Specialist Mental Health Practitioner - SEND |
| **DEPARTMENT:** | Children’s Service Department |
| **LOCATION:** | Lewes |
| **GRADE:**  | Single Status 13 |
| **RESPONSIBLE TO:** | Mental Health Support Team Manager – Mental Health Support Teams (MHSTs) |

**MAIN PURPOSE OF THE ROLE:**

The Specialist Mental Health Practitioner – SEND 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 the special schools within the MHSTs. Initially this will involve working with the MHST schools to help identify the needs of pupils, their parents/carers and the needs of staff to support those pupils and to develop suitable provision which is likely to be bespoke. 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 new MHST and educational settings.

**Key Tasks**

1. Perform all aspects of the role in accordance with occupational protocols, Local Authority and school policies.
2. Lead the development and provision of mental health and emotional well-being services to children and young people with SEND in educational settings, working with stakeholders to create referral routes and develop whole school approaches to supporting the mental health and wellbeing of pupils.
3. Provide leadership around the SEND agenda to Education Mental Health Practitioners (EMHPs) and Senior Mental Health Practitioners within the team and lead teams of staff in the delivery and evaluation of support around the service offer for children and young people with SEND.
4. Carry, as agreed, a caseload of a more complex nature, to support the assessment, planning and delivery for service users with mild to moderate mental health difficulties who have SEND. 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 around support for children/young people with SEND, 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, initially linking with MHST Consultant (WSA and SEND) to support and learn from Special Schools.
10. Contribute to the development and delivery of WSA and SEND training for schools.

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.

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**Person Specification**

**Post Title:** Specialist Mental Health Practitioner - SEND

**Location:** Lewes

**Grade:** SS13

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|  | **Essential Criteria** | **Desirable Criteria** | **Method of Assessment/****Source of Information** |
| **Key Skills & Abilities** | * Ability to carry out both operational and clinical risk assessments within scope of practice
* Ability to manage caseloads and prioritise time effectively
* Ability to provide effective supervision and develop the skills of junior staff
* Excellent clinical decision-making and problem-solving skills
* Highly effective inter-personal skills with users of the service, being sensitive to their needs and comments
* The ability to communicate effectively, orally and in writing, information to children/young people and their families, carers and other professionals
* Ability to influence and support cultural change
* Ability to work in partnership across agencies and services
* Ability to undertake auditing/data collection
* Strong skills in the use of IT, Word/Excel/Outlook
 | * Ability to work collaboratively, specifically with teachers, senior leaders in schools, parents and other services
 | ApplicationInterview |
| **Education &****Qualifications** | * 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
* Evidence of continued professional development
* Qualification in leadership or supervision, or willingness to commence if successful
* Registration with relevant Professional body
 | * Management training
* Therapeutic post graduate qualification
* Post Graduate qualification
* Mentorship qualification
* Systemic training
* Qualification in a SEND-related area
 | ApplicationInterviewCertificates |
| **Knowledge** | * Sound knowledge of National Legislation and drivers support for children and young people with emotional and mental health concerns
* Knowledge of the requirements for education providers in supporting children and young people with SEND
* Knowledge of the impact of mental health on children with SEND and their parents/carers
* Awareness of national and local policies and how these impact on child and adolescent education
* Good working knowledge of the application of their respective professional code of conduct
* Good working knowledge of the principles of effective supervision
 | * Knowledge of NICE, CQC standards and regulations.
* Knowledge of whole-school approaches to mental health in education settings
 | ApplicationInterview |
| **Experience** |

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| * Substantial experience of working with children/young people with SEND
* Substantial experience of working with children/young people with mental health difficulties individually and in groups
* Experience of providing clinical, managerial and educational supervision according to professional guidelines, including:
* being accountable for another practitioner’s work
* supervising a practitioner in risk assessment and risk management
* supervising a practitioner in gatekeeping/caseload management
* Competency assessment, evaluation or contributing to supervisee’s annual appraisals and identification of CPD needs
* 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
* Experience of managerial or clinical leadership
* Experience of organising team duties
* Experience of working in a multi-disciplinary team
 | Experience of managing within a variety of Children and Young People clinical service areas. Experience of providing mentorship. Experience of working in a community environment Experience of working in an educational environment  | Application form / interview / assessment  |
|  |

 | * Experience of managing within a variety of Children and Young People clinical service areas
* Experience of providing mentorship

 * Experience of working in a community environment

 * Experience of working in an educational environment
* Competence in low-intensity cognitive-behavioural interventions
 | ApplicationInterview |
| **Personal Attributes** | * 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
* High levels of commitment, motivation and innovation
* Ability to demonstrate an understanding of, and commitment to, equal opportunities
 |  | ApplicationInterview |
| **Other** | * Full driving licence or the ability to demonstrate how meet the travel requirements of the role
* Act as an effective advocate for children/young people with emotional and mental health difficulties to continuously update knowledge skills and challenge practice
 |  | ApplicationInterview |
| **Date (drawn up): October 2019, amended November 2020** **Reference of Officer(s) drawing up person specifications: Elizabeth Funge, Head of Education Improvement, 12062** |

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**Occupational Health**

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

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| Using display screen equipment | [ ]  |
| Working with children/vulnerable adults | [ ]  |
| Moving and handling operations | [ ]  |
| Occupational Driving | [ ]  |
| Lone Working | [ ]  |
| Working at height | [ ]  |
| Shift/Night work | [ ]  |
| Working with hazardous substances | [ ]  |
| Using power tools | [ ]  |
| Exposure to noise and/or vibration | [ ]  |
| Food handling | [ ]  |
| Exposure to blood/body fluids | [ ]  |