# EAST SUSSEX COUNTY COUNCIL JOB DESCRIPTION

# JOB TITLE: Senior Mental Health Practitioner

# DEPARTMENT: Children’s Service Department

# LOCATION: Havens/Eastbourne/Bexhill/Hastings

# GRADE: [Single Status Grade 12](https://new.eastsussex.gov.uk/jobs/benefits/east-sussex-single-status)

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

# Purpose of the Role:

The Senior Mental Health Practitioner will focus on providing day to day clinical and supervisory support for the Education Mental Health Practitioners (EMHPs). The team will require development and there will be specific work to ensure robust integration across the schools’ pathway. 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. 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.

# EAST SUSSEX COUNTY COUNCIL PERSON SPECIFICATION

# Essential key skills and abilities

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| These criteria will be assessed at the application and interview stage  |
| * 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
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# Desirable key skills and abilities.

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| These criteria will be assessed at the application and interview stage  |
| * Ability to work collaboratively, specifically with teachers, senior leaders in schools, parents and other services
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# Essential education and qualifications.

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| These criteria will be evidenced via certificates, or at interview  |
| * 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
* Evidence of continued professional development
* Qualification in leadership or supervision, or willingness to commence if successful
* Registration with relevant Professional body.Social Work England, BACP,HCPC,Nursing ,BABCP, or equivalent
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# Desirable education and qualifications.

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| These criteria will be evidenced via certificates, or at interview  |
| * Management training
* Therapeutic post graduate qualification
* Post Graduate qualification
* Mentorship qualification
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# Essential knowledge

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| These criteria will be assessed at the application and interview stage  |
| * Sound knowledge of National Legislation and drivers support for children and young people with emotional and mental health concerns
* 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
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# Desirable knowledge

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| These criteria will be assessed at the application and interview stage  |
| * Knowledge of NICE, CQC standards and regulations.
* Knowledge of whole-school approaches to mental health in education settings
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# Essential experience

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| These criteria will be assessed at the application and interview stage  |
| * Substantial experience of working with children/young people with mental health difficulties individually and in groups
* Experience of delivering evidence based interventions
* Two years’ experience of working in a CYP setting.
* 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
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# Desirable experience

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| These criteria will be assessed at the application and interview stage |
| * Experience of managing within a variety of Children and Young People clinical service areas
* Experience of delivering CBT interventions
* 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
* Experience of delivering interventions in a CYP setting
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# 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
* High levels of commitment, motivation and innovation
* 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
* Act as an effective advocate for children/young people with emotional and mental health difficulties to continuously update knowledge skills and challenge practice
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**Date (drawn up): October 2019**

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

**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 |