

# PROGRESS *your* CAREER



## Education Mental Health Practitioner (EMHP) / Childrens Wellbeing Practitioner (CWP) Band 5

Job Description and Person Specification

## Job Description

**JOB TITLE:** EMHP or CWP  
**BAND:** Band 5  
**RESPONSIBLE TO:** MHST Operational Manager  
**KEY RELATIONSHIPS:**

Internal	External
Own Team Line Manager Mental Health Support Team Locality Clinical Lead SETCAMHS HCRG	Education Settings Partner agencies Social Care Designated Mental Health Lead

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

### Aim of the role:

The expectation of this post holder will be to support their team, department, and organisation to achieve the Trust's Values in their day-to-day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative, and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity, and choice.

### The post holder will achieve this by:

The NHS is now working with schools and colleges in an increasing number of new areas across England to provide expert emotional wellbeing and mental health support for up to half a million pupils a year – part of the Government's ambitious plans to transform children and young people's mental health through the NHS Long-Term Plan.

This EMHP/CWP role will work with schools and colleges as part of a Mental Health Support Team (MHST) to provide expert emotional wellbeing and mental health support as part of plans to transform children and young people's mental health through the NHS Long-Term Plan.

The teams will build on the support already in place from school counsellors, nurses, educational psychologists, and the voluntary sector to support those with mild to moderate

mental health issues in school and will help children and young people with more severe needs to access the right support and provide a link to CAMHS.

For CWP's working in a MHST setting, it will be expected and supported that they develop skills and knowledge around how to operate within education settings and how to deliver WSA via in house training.

## **Annual Leave**

As an EMHP/CWP within an MHST post-holders will be entitled to annual leave and bank holiday based on years of NHS service. Due to service needs annual leave will predominately need to be taken within school holiday periods. A maximum of a week can be considered within term time following line management discussion and agreement.

## **Key Responsibilities:**

- The Postholder will work as part of an MHST delivering, under supervision, high-quality, brief outcome focused evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties in and around schools. The post holder will be responsible for delivering clinical interventions within the MHST and will receive clinical supervision from a senior psychological practitioner.
- To routinely measure clinical outcomes.
- Promoting the mental and emotional health of children, young people, and families in the community through evidenced based clinical interventions.
- To undertake initial school based and community-based assessments and to deliver a range of early interventions to children and young people with a range of emotional and behavioural difficulties.
- Providing a direct service to children and young people and their families, in an accessible and less stigmatizing

## **Clinical Skills**

- Assess and deliver outcome focused, evidence-based interventions to children and young people experiencing mild to moderate mental health difficulties recognising own limitations and seeking advice when necessary.
- Working in partnership, support children, young people experiencing mild to moderate mental health difficulties and their families in the self-management of presenting difficulties.
- Work in partnership with children, young people, and families in the development of plans for the intervention and agreed outcomes. This will include continuously evaluating and acting on outcomes and activity.
- Support and empower children, young people, and families to make informed choices about the intervention.

- Always operate from an inclusive values base, which recognises and respects diversity.
- Undertakes accurate assessment of risk to self and others.
- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support for evidence based psychological treatments, primarily guided self-help. This work may be face-to-face or by telephone.
- Attend multi-disciplinary meetings relating to CYP in treatment, where appropriate.
- To be able to initiate referrals to other health professional specialist services and agencies.
- To provide patients and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence, and quality of life.
- To act as an autonomous, registered practitioner who is legally and professionally accountable for their own unsupervised actions. Practitioners will be guided by the professional code of conduct.

## **Leadership**

- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and supportive team culture.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols, and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.

## **Administration**

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To promote agile working.
- To ensure accurate recording of actions, and updating patient's records, always maintaining confidentiality.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.
- To collect clinical data routinely.

## **Communication**

- To develop a broad range of relationships with both internal and external colleagues and partner agencies, including the voluntary sector, services users, parents, and carers.

- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers, and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

## Training

- To ensure own continued professional development and support a culture of lifelong learning in self and others.
- To undertake, and assist, in the planning of own mandatory training and workshops.
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.
- 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.
- Respond to and implement supervision suggestions by supervisors in practice.
- To act as mentor to students, providing effective education, facilitating their development, and promoting high standards of care.

## Specific tasks directly related to the post.

*Please note that this is the only part of the job description that you can add in specific tasks related to the post that are not covered in the above content of the job description. For brevity, please consider whether it is necessary to include additional tasks.*

## Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).



### Key Performance Indicators (KPI) and Objectives

Everyone and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

### Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

### Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

**Date last reviewed:** March 2024

**Date to be reviewed:** March 2025

## Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply, and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>Putting people first</li> <li>Prioritising quality</li> <li>Being progressive, innovative, and continually improve</li> <li>Being professional and honest</li> <li>Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview
Successful completion of the HEE/NHSE commissioned 1yr Education Mental Health Practitioner' course/Childrens Wellbeing Practitioner course.	✓		Application Form Interview
Appropriate registration with either the BABCP or BPS as a low intensity practitioner.	✓		Application Form Interview

Experience	Essential	Desirable	Measurement
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Experience of working with children and young people, their families, and others.	✓		Application Form Interview
Experience of working and liaising with a variety of agencies and stakeholders	✓		Application Form Interview
Experience of working with children and young people who have social, emotional and/or behavioural difficulties	✓		Application Form Interview
Experience of working with anxiety disorders	✓		Application Form Interview
Experience of the delivery of specific therapeutic interventions to children, young people, or their families (e.g. CBT, solution focused brief therapy)	✓		Application Form Interview
Ability to carry out 1:1 therapeutic mental health intervention with children and families	✓		Application Form Interview
Ability to work within educational settings to increase mental health awareness within the staff group	✓		Application Form Interview



Ability to conduct mental health assessments of children and young people	✓		Application Form Interview
Ability to assess risk and to record and communicate it appropriately.	✓		Application Form Interview

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview
Knowledge of educational environments		✓	Application Form Interview
Knowledge of safeguarding issues	✓		Application Form Interview

Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview
Knowledge of capacity and consent issues including Gillick competence	✓		Application Form Interview
Excellent oral and written communication skills	✓		Application Form Interview

Other		Desirable	Measurement
To be able to travel efficiently throughout the area			Application Form Interview