

Job Description

Post Title: Specialist Educational Mental Health Practitioner

Department: CAMHS

Location: The Black Country

Directorate: CYP & Families

Band: 6

Hours: Full time

Responsible to: Locality Team Lead & Clinical Leads

Job Purpose

The post holder will follow the criteria set out by Derby University for the first year whilst CBT training is completed, an overview of the course requirements is included through the tab enclosed.



Postgraduate
Diploma in Evidence E

The post holder will have a high level of knowledge and expertise of mental health problems and psychiatric disorders. The post holder will carry out in-depth mental health assessment including risk assessment to ensure the children and young people receive the most appropriate care and interventions. The post holder will work collaboratively with the Mental Health Support Team in schools.

- The role will be to work in conjunction with other members of the management team, to support in the development and implementation of the Mental Health Support Teams providing a high quality service to meet the needs of children and young people in an educational setting and their parents/carers. To aid the continued efficient and effective management of the team, providing leadership and supervision to a multi-disciplinary staff group focusing particularly on Education Mental Health Practitioners where supervision will be a large part of the role.
- The post holder will act in support of the Mental Health Support Team Leader, deputising and carrying out delegated roles, duties and responsibilities as required, as part of the Management structure. The post holder will be responsible for the support of the Education Mental Health Practitioners and for supporting the implementation of the National Trailblazer for the Service.
- In addition to providing specialist skills and experience in delivering interventions in an educational setting the post holder will provide formal and informal education, training and supervision to other members of the team and other disciplines.
- The Mental Health Support Team's will deliver evidence based interventions supporting emotional wellbeing, primarily in an educational setting. Under your supervision the support staff will be delivering full assessments of care needs, risk assessment and evidence based interventions.



- The service will be available throughout standard working hours, though there may be times when workshops or community work are required in evenings or at weekends and it is essential that the post holder is flexible. The post holder will maintain managerial responsibility for the team caseload; overseeing referrals and the allocation of clients.
- The post holder will also manage a clinical role and/or a caseload dependent upon locality need, furthermore you will be responsible for establishing and maintaining team systems and processes for the effective operation of the team, including outcome measurements, audit and annual service policy review.
- The post holder will act in support with fellow Team Leaders in providing clinical Leadership and advice across the Mental Health Support Team.

Main Duties/Responsibilities

1. As a low intensity supervisor (CYP Improved Access to Psychological Therapies) you will provide evidence based supervision (when qualified) to Education Mental Health Practitioners and provide formal and informal education, training and supervision to other members of the team to include services, including schools.
2. To work with a defined caseload of service users as part of a multi-disciplinary team, providing assessment, care planning and care delivery for service users with mild to moderate mental health difficulties. This will include the provision of highly skilled professional care, psychological interventions, group work, clinical assessment, risk assessments/risk management and promoting recovery and ensuring co-production with service users, families and carers and the education staff.
3. To provide specialist advice/consultation and guidance to School Mental Health Leads, team members and trainees.
4. To liaise with all members of the multi-disciplinary team, schools and outside agencies in the implementation of early intervention
5. To ensure that interventions are evidence based.
6. To provide an all age inclusive service, focussing on early identification, rapid response, that supports effective clinical decision making and education of education staff.
7. Participate in risk assessment and risk management activities.
8. To contribute to the development of ideas and innovative practice and propose changes to protocols and procedures within the mental health support team and CAMHS where required.
9. To shape and influence developing referral pathways and access.
10. Provide a flexible service, with occasional evening and weekend working to facilitate parent psycho-education and community activities.



11. To perform other duties as may be necessary for the development of other services and the requirements of the changing service.
12. Ability to demonstrate a range of assessment skills.

Systems and Equipment

13. Demonstrate personal qualities and skills which involves taking the lead in teaching and/or having presentation skills against various individuals and groups across the sectors.
14. Ability to use electronic patient records (RIO) and ensure all staff input in a timely approach.
15. Use laptop/mobile communication device/online software as appropriate.
16. Knowledge and implementation of Microsoft programmes/applications.

Decisions and Judgements

17. Work in partnership with schools, social care colleagues and others adopting a multi-agency approach to support children/young people and their families/carers.
18. To work integrally with CAMHS in developing the core offer for children, young people and families.
19. Work co-productively with service users and their carer's and families.
20. Maintain awareness of current development in Children and Young People's practices, best practice, trends, issues and research in mental health and education. To be familiar with the Government Green Paper, Future in Mind document and Five Year Forward View.

Communication and Relationships

21. Strong interpersonal and communication skills – both written and verbal.
22. Work in line with the vision for the future of children's and young people's service.
23. Plan and organise work according to identified need and in line with Team Manager and Service Transformation Leads.
24. To demonstrate effective time management, planning and prioritising the assessment and treatment of individuals, activities and programmes.



25. To develop joint working arrangements and referral pathways with colleagues from schools to promote the development and effective functioning of Mental Health Support Team.
26. Develop and implement systems of audit for:-
- a. - Client records
 - b. - Team activity
 - c. - Outcome measures
 - d. - CYP experience measures

Physical demands of the job

27. Ability to access buildings with stairs and to work across the Black Country including a number of bases within the Trust, education settings and the carrying of equipment to enable this.

Other

28. To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality CAMHS service.

Contacts

Inside The Trust:

- Trust Directors and management team
- Head of Early Intervention Services
- Clinical Governance
- Human Resources
- Training and Development
- Multidisciplinary Team (CAMHS)
- Families/Carers
- Other Clinical Teams

Outside The Trust:

- Educational Supervisors
- Higher Education Institution
- Higher Education Institution Tutors
- GP Surgeries
- Children's Services
- Adult Mental Health Services
- Statutory and Voluntary Organisations
- Tier 4 Services

JOB CONTEXT



The post holder will have a high level of knowledge and expertise of mental health problems and psychiatric disorders. The post holder will carry out in-depth mental health assessment including risk assessment to ensure the children and young people receive the most appropriate care and interventions. The post holder will work collaboratively with the CAMHS Team.

GENERAL CONDITIONS

Job Design and Review

This job description may be subject to change in the future. Any proposed changes will normally be discussed fully with the post holder and confirmed via the issue of an updated job description.

Confidentiality and Data Protection

All staff that have access to personal data in relation to patients or staff will be aware of their responsibilities under the Data Protection Act 1998 and will abide by the eight principles of that Act. Any breach of the Act could result in disciplinary action being taken and criminal charges being brought against the individual who has breached the Act.

Health and Safety

Individual employees of the Trust and other NHS employees contracted to work on the Trust's premises have an equal responsibility, along with

managers and supervisors, for maintaining safe working practices for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

All employees must adhere to their duties under Health and Safety at Work Act 1974 and other associated safety legislation, including all new Health and Safety Regulations. In addition, employees must comply with all the Trust's policies relating to Health and Safety and Risk Management to secure a safe workplace and will draw management's attention to any deficiencies and/or hazards, which might prove detrimental to themselves or others.

There is a general responsibility for employees to act sensibly and reasonably, and attend mandatory health and safety training sessions.

Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate, for quality standards and work towards the continuous improvement in clinical and service quality.

Infection Control

Staff will work to minimise any risk to clients, the public and other staff from healthcare associated infection, including MRSA and C.difficile, by ensuring that they are compliant with the Health Act 2006 – Code of Practice for the prevention and control of Healthcare Associated Infections (the Hygiene Code) and by ensuring that they are familiar with the Trust's Infection Control policies located on the Intranet.

Diversity

All staff through personal example, open commitment and clear action, should ensure that diversity is positively valued, resulted in equal access and



treatment in employment, service delivery and external communications. To be familiar with, actively promote and work within, the spirit of the Trust's Equal Opportunities policies at all times.

Safeguarding Vulnerable Adults, Children and Young People

Black Country Healthcare NHS Foundation Trust is committed to safeguarding and promoting the welfare of all children, young people with vulnerable adults. The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to a safeguarding practice and to report and act on concerns that they may have.

Patient Experience and Public Involvement (PEPI)

All staff who interact with the public when delivering NHS services have a responsibility to ask patients about their experience of those services on an

ongoing basis. They must then ensure that the knowledge gained is fed through to other staff and/or managers within service areas for action, where appropriate.

Further responsibilities involve staff members in ensuring that service users and members of the public are actively engaged (using a variety of methods) in appropriate service delivery, service development and decision making within their service area and the wider Trust. Determination of these responsibilities should be in conjunction with your Line Manager and delivered accordingly.

Policies and Procedures

All staff will familiarise themselves with the Trust's policies, procedures and protocols relating to their service and work within the guidelines at all times. All staff should be familiar with the education setting's policies, procedures and protocols they are working in to ensure that these are also being followed. Any areas of conflict should be raised with a line manager.

To be familiar with, actively promote and work within the spirit of the Trust's Equal Opportunities policy at all times.

Smoking

The Trust operates a No Smoking Policy.

APPROVED BY:

Job Holder Date

Line ManagerDate

