

JOB DESCRIPTION

JOB TITLE:	Education Mental Health Practitioner (EMHPs, Child Wellbeing Practitioners)
BAND:	5
HOURS	2.0 WTE 37.5 hours per week
LOCATION	Base - Luton, Educational Settings within Luton and working from home
DEPARTMENT:	Child and Adolescent Mental Health Service
DIRECTORATE:	Specialist Services
REPORTING TO:	Clinical Team Lead
ACCOUNTABLE TO:	CAMHS General Manager Luton

JOB SUMMARY

The MHSTs are a service designed to help meet the mental health needs of children and young people in education settings. The MHS Teams are made up of senior clinicians, CAMHS Practitioners and Education Mental Health Practitioners (EMHPs). They are based across education settings as an additional resource within a whole-system approach to promote resilience and wellbeing, support earlier intervention, enable appropriate signposting and deliver evidence-based support, care and interventions. The MHST's partner with their education settings to design a bespoke offer, based on the school's individual needs and will work with the mental health services that are already in place, such as counselling, educational psychology, school nurses, pastoral care, educational welfare officers, Voluntary Services the local authority, including children's social care, and NHS Children and Young People Mental Health Services.

There are currently six MHSTs across Luton, Central Bedfordshire & Bedford working across 110 schools in total. The successful candidate will be employed by Bedfordshire & Luton CAMHS (ELFT) where the MHST deliver evidenced based therapeutic interventions such as Low Intensity Cognitive Behavioural Therapy (LI CBT) and emotional wellbeing interventions using Guided Self Help strategies. You will have successfully completed training as a trainee EMHP or CWP (Child Wellbeing Practitioner). You will be equipped with the necessary skills, knowledge and capabilities to work as a qualified EMHP, as an autonomous and responsible practitioner within your scope of practice, alongside education and health colleagues.

You will be confident in providing Guided Self Help to young people and families in anxiety, low mood and challenging behaviours. You will be flexible and creative in responding to the needs of the school populations, with excellent support from your team and supervision. You will also be able to adapt to working remotely and prioritising access to services and resources.

The CAMHS Service & MHST are a friendly and supportive team who have developed a close partnership with Luton Schools in providing low intensity interventions, creating workshops and groups and adapting services to meet the needs of schools, young people and families in line with CYP-IAPT principles.

KEY RESPONSIBILITIES

There is a requirement to work with schools remotely and face to face in delivering brief therapeutic interventions) for both children and adolescents with mild to moderate anxiety or depression and parents of children experiencing anxiety disorders or behavioural difficulties.

This will be a blended working pattern to include the various educational settings and remote working from home and at the Luton CAMHS base.

EMHPs play a key role as members of the Mental Health Support Team, who will have the



responsibility for delivering schools' whole school approach to mental health and emotional wellbeing for children and young people.

Confidentiality

Ensure Confidentiality of information is always maintained.

MAIN DUTIES AND RESPONSIBILITIES

Clinical	<ul style="list-style-type: none"> • Assess and deliver outcome focused, evidence-based interventions to children, young people and parents experiencing mild to moderate mental health difficulties. • Working in partnership, support children and young people experiencing mild to moderate mental health difficulties and their families • Work in partnership with children, young people and families in the development of plans for the intervention and agreed outcomes. • Support and empower children, young people and families to make informed choices about intervention. • Operate at all times from an inclusive values base, which recognises and respects diversity. • Undertake assessment of risk to self and others, where appropriate. • Adhere to the service referral protocols and signpost unsuitable referrals to the relevant service as necessary. • Provide a range of information and support for evidence based psychological treatments, LI CBT and guided self-help in approach. This work may be face-to-face, by telephone or via other media. • Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times. • Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate • Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision-making. Complete all requirements relating to data collection. • Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process. • Work within a collaborative approach involving a range of relevant others when indicated. • Work in collaboration with children, young people and communities to enhance and widen access. • To provide a service that is equitable and non-discriminatory in terms
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	<p>of age, gender, ethnicity and disability.</p> <ul style="list-style-type: none"> • Make appropriate referrals to other service providers in the statutory and voluntary sectors and redirect patients to other sources of appropriate support within the local community as required. • Develop a 'local knowledge' of the locality and its services and facilities, particularly in relation to mental health issues. • Educate and involve family members and others in treatment as necessary • Provide a service that is flexible as far as possible in terms of clinic hours working evenings and weekends (outside of the hours of 9-5 Monday to Friday). This work may be face to face, over the telephone or via other media. • Conduct risk screening assessments, prepare safety plans and initiate appropriate action where indicated. • Make decisions on suitability of new referrals, adhering to the department's referral protocols, refer unsuitable clients on to the relevant service or back to the referral agent as necessary • Assess and integrate issues surrounding work and employment into the overall therapy process. • Operate at all times from an inclusive values base which promotes recovery and recognizes and respects diversity. • Prepare and present clinical information for all patients on their caseload to clinical case management supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the clinical governance obligations of the worker, supervisor and service are delivered.
<p>Policy and Service Development</p>	<ul style="list-style-type: none"> • To support the development and implementation of project work with schools commensurate with the MHST's forward plan • To advise staff in the field of children with emotional and behavioural problems. • To help to develop standards underpinned by theory and research.
<p>Clinical Supervision and Training</p>	<ul style="list-style-type: none"> • Engage in and respond to personal development supervision to improve competences and clinical practice. • Prepare and present caseload information to supervisors within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered. • Following relevant training, undertake appropriate clinical supervision on a regular basis in accordance with the relevant professional guidelines and policies. • Attend locally organised and national training appropriate to the work

	<p>role and agreed with line manager.</p> <ul style="list-style-type: none"> Proactively take responsibility for attending supervision, case management and line management regularly, participate in objective setting, performance reviews and respond to agreed objectives.
Human Resources	<ul style="list-style-type: none"> To establish effective interpersonal channels of communication.
Clinical Governance	<ul style="list-style-type: none"> To be aware of the up-to-date research and evidence relating to the care and treatment of children and young people with emotional and behavioural problems. To be involved in audit and research projects undertaken by the service. To work within professional and ethical frameworks established by national bodies such as the DOH, UKCCP, NMC, HPC and RCP.
Performance Management	<ul style="list-style-type: none"> To ensure documentation and care plans are comprehensive and of the highest standard in line with Trust policy. To record relevant information as consistent with Trust record keeping policy. Collate and report on clinical information across a specific area(s). To provide clinical information as required for input into local and Trust electronic information systems. Be responsible for monitoring and recording and reporting on clinical work and communicating complex clinical information to a variety of recipients e.g. service users, families and carers, other professionals orally and in writing To provide service related information to senior managers and staff to aid day-to-day service management and future planning.

JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder.



Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the



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General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

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ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/ Training	<p>Successful completion of the HEE commissioned 1yr 'Education Mental Health Practitioner' or IAPT 'Child Wellbeing Practitioner' post graduate diploma</p> <p>Post qualification experience as an EMHP and experience of working in schools.</p>	Evidence of CPD - Continuous Professional Development in Child and Adolescent Mental Health or Family work training	S/I
Experience	<p>Experience of working with children and young people, their families and others in educational and health settings with mild to moderate mental health problems.</p> <p>Experience of delivering specific therapeutic interventions to children, young people or their families (e.g. Guided Self Help, CBT, parent work).</p> <p>Experience of assessing children and young people who present with more mild to moderate mental health problems and to rapidly access more specialist services. Ability to conduct other group therapeutic interventions with children and their families.</p> <p>Experience of liaising and working effectively with the wider network around the child including educational, social care, family and health.</p> <p>Experience of working with cultural diverse populations and adapting services to improve access.</p>	<p>Experience of liaising and working effectively with the wider network around the child including educational, social care, family and health.</p> <p>Experience of assessing and meeting the communication needs of the schools to deliver psycho-education on mental health or emotional wellbeing to different groups including parents, teaching staff and young people.</p> <p>Experience of adapting resources to be able to delivery online/ via phone/ google classroom</p>	S/I
Knowledge and Skills	<p>Ability to carry out 1:1 therapeutic mental health interventions with children and families.</p> <p>Ability to conduct group parenting and group young person programmes.</p>	Ability to conduct other group therapeutic interventions with children and their families.	S/I



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	<p>Ability to work within educational settings to increase mental health awareness within the staff group.</p> <p>Ability to conduct mental health assessments and screenings of children and young people.</p> <p>Ability to make an assessment of risk and to record and communicate it appropriately and to take appropriate action to mitigate or manage.</p> <p>Strong understanding of how to work with children and young people who have social, emotional and/or behavioural difficulties.</p>	<p>Ability to teach others about mental health issues.</p> <p>Ability to think and work systemically.</p>	
Other	<p>An ability to travel between the Luton clinic and schools around Luton. NB ELFT have an expense system correlated to any business miles travelled.</p>		S/I

S: Shortlisting I: Interview T: Test

