



All staff uphold and promote our Trust vision and values

Our Vision

We put our patients, their families and carers at the centre of our vision:



Our Values

Innovative	<i>We seek new ideas and adopt best practice to improve our services</i>
Caring	<i>We show kindness and consideration for others</i>
Agile	<i>We deal with new situations quickly</i>

JOB DESCRIPTION

Job title:	Senior Mental Health Practitioner
Band:	AFC Band 7
Location / Work Base:	Sandridge gate, St Albans, mobile role working across Hertfordshire and West Essex in a planned way
Business Unit / Department:	Children's Specialist Service
Reporting to:	Team Leader - MHST

The SEN MHST

The MHST delivers evidence-based interventions supporting emotional wellbeing, primarily in an educational setting. This includes group interventions, individual interventions, consultation, and training and incorporates full assessments of care needs and risk assessments. The aim of the MHST is to support a whole school approach to develop, build, and support emotional well-being.

The post holder will work with the full time MHST team consisting of Senior MHST clinician, MHST team leader, Positive behaviour analyst, Senior mental health practitioner, Educational Mental Health practitioners (EMHPs), Administrator and MHST program Manager. The post holder will support the implementation of the MHST for special schools across Hertfordshire and West Essex and provide a high-quality service to meet the needs of children and young people (CYP) in education settings, and their parents/carers. They will hold a caseload, compile and present groups and workshops to children, staff teams and parents/carers whilst overall supporting the schools to develop their whole school approach, to emotional well-being.



The SEN MHST is hosted by PALMS and is the only MHST nationally that is solely working with the SEN population. PALMS therefore are active in supporting the National Team regarding the training, skills, job roles, models and approaches required of MHST's to support the population. The service is principally available Monday to Friday 8.30am – 7pm.

JOB PURPOSE SUMMARY:

- To work in collaboration with the MHST Senior Clinician and MHST Team Leader to ensure the effective development and maintenance of the MHST
- Establish and maintain effective inter-agency and inter-team communication.
- To support the development and implementation of policies/guidelines within the MHST in conjunction with MHST Senior Clinician, MHST Team leader alongside educational colleagues as appropriate.
- To maintain quality care standards and procedures which support the aims of Hertfordshire Community NHS Trust.
- Develop and maintain effective joint working with PALMS, the CAMHS clinics, Step 2 and other community based teams according to local circumstances.
- Provide clinical caseload supervision to team members when required.
- To work with Universities to ensure the success of the EMHPs.

RESPONSIBILITIES / ACCOUNTABILITIES:

- To support and enhance the care of CYP within the service.
- To provide specialist assessment, intervention, advice and consultation on CYP's care to colleagues, professionals from other agencies and to other non-professional carers.
- To work autonomously within professional guidelines and the overall framework of the service's policies and procedures.
- To evaluate and make decisions about treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and development processes that have shaped the individual, family or family group.
- To work in partnership with CYP, their families and educators.
- To exercise autonomous professional responsibility for the treatment and discharge of CYP, ensuring appropriate assessment, formulation and interventions, communicating with referrers and others involved with the care on a regular basis.
- To provide specialist advice, guidance and consultation to other professionals contributing directly to the CYP's formulation and treatment plan.
- To formulate and implement plans for the intervention and/or management of CYP's presenting needs.
- To be responsible for implementing a range of interventions for individual children and young people, educational colleagues, carers, families and groups, employed individually and in synthesis, co-working with other team members/disciplines as appropriate, adjusting and refining formulation drawing upon different models and maintaining a number of provisional hypotheses.
- To deliver evidence-based, low intensity interventions for CYP aged 4 – 18 with mild-moderate emotional and mental health difficulties.
- To undertake risk assessment and risk management for relevant CYP and to provide advice to other professionals on appropriate of risk assessment and risk management.
- To maintain the highest standards of clinical record keeping and report writing in accordance with



professional codes of practice and Trust Policies and Procedures.

- To plan and to lead workshops and therapeutic groups with CYP and families and other agencies.
- To communicate in skilled and sensitive manner information concerning the assessment, formulation and treatment plans of CYP which includes providing and receiving complex and sensitive information.
- To consider issues of parental responsibility when undertaking assessment/ consultation/ intervention with CYP.
- To ensure outcome measures are routinely embedded in your clinical work.
- To provide specialist advice, guidance and consultation to other professionals contributing directly to the CYP's formulation, diagnosis and treatment plan.
- Ensure the availability of an education based early help service to support the emotional health and wellbeing of children and young people, their parent/carers and education staff to develop a whole school approach to emotional well-being.
- To provide an all-age inclusive service, focussing on early identification, rapid response, that supports effective clinical decision making and education of education staff.
- Ensure involvement in the co-ordination, liaison and integration of activities from other services or agencies in the provision of a support package.
- Participate in risk assessment and risk management activities.
- Maintain service activities in line with the agreed referral and assessment criteria.
- Provide a flexible service, with occasional evening and weekend working to facilitate parent psycho-education and community activities.
- To adhere to the principles of Practice Governance.
- The post holder will be required to establish communication networks with a wide and cross organisational group of professionals, associated agencies and CYP group/family.
- To represent the MHST and attend relevant meetings and professional activities as required
- Maintain one's own professional registration and development.
- To support the EMHPs in acquiring the necessary skills, competencies, and experience to contribute effectively to the MHST and to contribute to the assessment and evaluation of such competencies (as appropriate) in conjunction with Universities.

Communication and Relationship Building

- The post holder will be required to establish communication networks with a wide and cross organisational group of professionals, associated agencies and CYP group/family.
- To develop effective and mutually respectful relationship with: education professionals, members of the multidisciplinary child development team (paediatricians, school nurses, health visitors, allied health professionals and associated disciplines); associated agencies responsible for a CYP's care i.e. health, education, social care, voluntary sector; members of the Child and Adolescent Mental Health Services and adult learning disability service for transition planning
- To represent the MHST and attend relevant meetings and professional activities as required

Service Development and Improvement

- To work with the Senior MHST Clinician and MHST team leader on service policy development and review.
- To make informed comment on local and divisional policy affecting service development.
- To support the collation and analysis of feedback from partner organisations.
- To perform other duties as may be necessary for the development of other services and the



requirements of the changing policy

- Agree and implement quality standards which reflect both local and national requirements. Build and develop best practice initiatives.
- To contribute to the development, evaluation and monitoring of the team's operational policies and participate in the development of high quality, responsive and accessible services.
- To utilise theory, evidenced based literature and research to support evidence based practice in individual work and work with other team members against agreed criteria to measure the effectiveness of the service.
- To participate in projects including complex audit and service evaluation, with colleagues within the service and educational settings to inform the national picture of MHSTs including what is required to ensure future success of MHST's. This includes informing the training agenda for EMHPs.
- Collaborate with other team members in the design and implementation of audit and research projects.
- To assist in the design and implementation of service development projects, as required under the guidance and support of the Team Leader and Senior team.
- To attend meetings in which service developments are planned and discussed
- To follow and contribute to the ongoing development, of the MHST operational policies and procedures

Management and Leadership

- To actively participate in regular clinical supervision in accordance with professional practice guidance, appraisal process and Line Management
- Be part of the recruitment selection, appointment and induction of team members as required.

Information Management

- To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice of the British Psychological Society, HCP and Trust policies and procedures.
- To update MHST and PALMS databases and/or spreadsheets as appropriate in order to monitor clinical outcomes with service users.

Finance and Resource Management

- Responsible to Team Leader for effective and efficient use of available resources.
- Responsible to Team Leader for identification of resource issues affecting service delivery.

General

- To undertake specific administrative duties as required.
- To perform other duties of a similar kind appropriate to the grade, that may be required from time to time by the MHST and MHST team leader.
- To work flexibly and respond positively to changing service needs



CANDIDATE REQUIREMENTS:

Physical skills	The post-holder will be required to travel across county for service duties. The role involves writing reports which requires long periods of concentration.
Physical Effort	The post holder will be required to travel across county for their role; for this purpose the post holder should have access to and be licensed to drive an appropriate mode of transport.
Mental effort	The post holder will be required to plan and organise complex activities.
Emotional effort	<p>The post- holder will experience working with a wide variety of CYP groups across the whole life course and presenting with the full range of clinical severity across the full range of care setting including outpatients, community, primary care, in-patient and residential care settings including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the threat of physical abuse.</p> <p>The post-holder will be required to work with young people whose behaviour is personally challenging and deal with frequent exposure to highly distressing or highly emotional circumstances.</p>
Working conditions	The post holder will work predominantly in school settings and be expected to adapt to different settings.

	Essential	Desirable
Training and Qualifications	<p>1a) Degree or equivalent in relevant field Professional Qualification (RMN, DipSW, OT or equivalent) supplemented by post graduate diploma specialist training, experience, short courses plus further specialist training to master's equivalent level.</p> <p>Or</p> <p>1b) Doctoral level training in clinical psychology (or its equivalent for those trained prior to 1996), including specifically models of psychopathology, clinical psychometrics and neuropsychology.</p> <ul style="list-style-type: none"> • Experience in relevant mental health/learning disability setting. • Specialist knowledge within the field of clinical skills gained through theoretical and practical training and experience. • Membership of relevant professional bodies 	<ul style="list-style-type: none"> • Approved mental health professional (AMHP). • Further training in relevant areas of Autism, Learning Disability and mental health.



Experience	<ul style="list-style-type: none"> • Significant experience of risk assessment within a mental health or learning disability setting. • Comprehensive assessment skills • Significant experience of working clinically in a mental health and/or learning disability setting assessing, containing and managing complex cases in a multi-disciplinary setting. • Experience of working with people who have a learning disability and/or autistic spectrum disorder. • Experience of working with a wide variety of CYP groups, across the whole course of presenting problems that reflect the full range of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems, verbal abuse and the treat of physical abuse • Knowledge of child development, child and adolescent mental health and a range of therapeutic models • Knowledge of the theory and practice of specialised therapies and assessment methodologies • Multi-Disciplinary Team and multi-agency working • Experience of dealing with Safeguarding Incidents. • Knowledge of relevant legislation and national policies • Knowledge of evidence based practice • An understanding of the impact of Learning Disability, Autism and mental health difficulties and challenging behaviour on family life. 	<ul style="list-style-type: none"> • To have good knowledge of local community services. • Provision of effective clinical/practice supervision • Experience of developing and delivering training and/or groups
Knowledge & Skills	<ul style="list-style-type: none"> • Ability to lead professionally and managerially. • Ability to identify appropriate evidence based interventions for mental health and/or challenging behaviour. • Ability to communicate effectively when under pressure and dealing with challenging phone calls. • Ability to perform under pressure, to be able to analyse information effectively, therefore ensuring correct conclusion for action. • Ability to prioritise workload. • Evidence of well-developed critical decision-making skills • Ability to access various sources of information. • An ability to make autonomous clinical judgements involving highly complex facts and situations • High level of communication skills (written and verbal) including an ability to communicate effectively complex, highly technical and/or clinically sensitive information to a range of audiences. • An ability and commitment to work as a member of a team and effectively communicate with the team. • Excellent IT skills including use of databases and spreadsheets. • Ability to: <ul style="list-style-type: none"> ○ concentrate for prolonged periods ○ use supervision appropriately and effectively. 	



	<ul style="list-style-type: none"> ○ recognise the emotional consequences of working with children with distressing and life changing disorders and seek support if needed. ○ recognise signs of stress and to seek appropriate support. ○ work as part of a 'virtual team'. ○ think clearly and express self. ○ work with children & young people whose behaviour is personally challenging. ○ establish and maintain professional relationships ○ manage potentially distressing telephone calls and situations. ○ work effectively in a range of direct care settings with families, carers and staff. ○ work independently, reliably and consistently ○ and willingness to work flexibly including evenings and weekends as required. 	
Personal Abilities	<ul style="list-style-type: none"> • An interest in, and commitment to, working with children who have a learning disability and/or an autistic spectrum disorder and/or mental health difficulties. • Positive interpersonal skills • Able to meet targets and deadlines in line with triage times and returning phone calls. • Values that match positive behaviour ethos. • Good organisational skills and an ability to manage own workload • Capable of using initiative and maintaining professional boundaries. • Able to challenge and to be challenged. • Professional attitude to work and team members. 	
Other Specifications	<ul style="list-style-type: none"> • Willingness to uphold the Trust's values • Eligible to live and work in the UK • Hold a full, valid, UK driving licence and have access to a car to use for business purposes (unless you have a disability as defined by the Equality Act 2010) To attend and fully participate in EMHP training course. • Willingness to travel to alternate locations to provide services. 	

ADDITIONAL BENEFITS OF WORKING FOR HCT:

We offer our staff a number of great benefits, wellbeing initiatives and lifestyle savings which can be easily accessed via our benefits and wellbeing portal.

For more detail, please read our 'HCT Benefits' document which is attached to our vacancy adverts.

SUPPLEMENTARY INFORMATION:

The Trust is committed to gold standard recruitment. In support of this, please read our 'Supplementary Information' document which is attached to our vacancy adverts.

