

JOB DESCRIPTION

Job Title	Senior Mental Health Practitioner -MHST
Division	CNWL Goodall - CAMHS
Team / Service	Harrow MHST Ash Tree Clinic, South Harrow, HA2 8EQ
Pay Band	Agenda for Change Band 6 (NHS staff working in Harrow also receive Outer London 'high cost area supplement' which is an additional sum)
Hours	37.5
Terms and Conditions	In accordance with Agenda for Change
Location	Working across Harrow schools as per service model, based at main CAMHS site in Harrow. Some remote working also required.
Accountable to	MHST Borough Lead / Early Help Service Manager
Reports to	Clinical Supervisor /MHST Borough Lead
Liases with	Young people, carers, members of the multi-disciplinary team including the team /line manager, senior practitioner and clinical supervisor, CAMHS staff, Teachers, Designated Mental Health Lead and other Education setting staff in identified school settings, local children's social care services, Housing and benefits offices and relevant voluntary organisations.

Job Summary

This is a role within the [Green Paper for Transforming children and young people's mental health](#) programme. The post holder will work within a Mental Health Support Team providing short-term evidence-based interventions to children and young people with mild to moderate anxiety and depression and/or behavioural difficulties and their parent(s)/carer(s).

The post holder will work with children, young people and parents with different cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities.

- Delivering evidence-based intervention for children and young people, with mild to moderate mental health problems, in an education setting.
- Helping children and young people within these settings who present with more severe problems to rapidly access more specialist service.
- Supporting and facilitating staff in education settings to identify, and where appropriate, manage issues related to mental health and wellbeing.
- Working with and within educational environments to afford better access to CYP mental health services.
- Support schools in developing their Whole School Approach to mental health.
- **Supervising junior team members delivering group work and individual guided self-help work.**
- Delivering training workshops to education staff.
- Delivering psycho-education workshops to parent(s) / carer(s).
- Conducting risk assessments and referring on to other services where necessary.

CNWL Mental Health Support Teams service description

The MHST works with Young people with mild to moderate mental health presentations attending school/education setting in the Brent, Harrow or Hillingdon area.

The purpose of the team is to

- Provide evidence-based interventions for mild to moderate mental health issues.
- Support the senior mental health lead in each education setting to introduce or develop their whole school or college approach.
- Give timely advice to school and college staff, and liaising with external specialist services, to help children and young people to get the right support and stay in education.

Young people have access to the MHST via one phone number. School staff and other potential referrers are able to contact a team of clinical staff to discuss potential referrals.

The MHST will manage referrals, deal with queries, undertake clinical telephone triage and face to face assessment, give advice and signpost young people where appropriate.



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Key Responsibilities

The key roles and responsibilities of the Senior Mental Health Practitioner will include:

- Forming strong working relations with a variety of stakeholders
- Working in partnership with schools/colleges and other educational settings.
- Provide training to team members and other professionals/trainees
- Providing consultations to education colleagues and support education settings to embed a whole school approach to wellbeing
- Developing and delivering evidence-based individual and group time limited interventions to young people within education settings in accordance with Children and Young People's IAPT principles
- Holding a caseload of CYP with mild-moderate mental health difficulties
- Completion of thorough assessments, risk assessments, care planning and reviews.
- Ensuring that there is accurate documentation, and that Routine Outcome Measures are completed.
- Evidencing the outcomes of the MHST service
- Providing clinical supervision to Education Mental Health Practitioners and day to day clinical and supervisory support for the Trainee Education Mental Health Practitioners.
- Contributing to group supervision spaces within the team.
- Working as part of a senior team, supporting the Senior Clinical Supervisors and Service Development Leads to establish the service within the Harrow area.
- Supporting and developing the interventions that can be delivered as part of the MHST within the education setting, including SEN settings.
- Appropriately raise safeguarding concerns where identified and to support colleagues with this process.

Patient Safety

- Safeguarding people by recognising and responding when an adult or child might be at risk from abuse but also recognising their own limits and asking for help and escalate concerns when necessary
- Escalating safety concerns and by doing so acting as effective advocates for those who use our services
- Being open and transparent about your own practice
- Identifying areas where improvements in safety or quality can be made. Report to the Team Manager any areas of concern, which may affect the safe delivery of care and/or the safe working of other members of the team.





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- Working closely with others to improve services
- Maintaining accurate, legible, comprehensive records
- Maintaining compliance with your mandatory and core training requirements
- Be aware of and understand one's responsibilities in relation to the Policies and Procedures regarding:
 - Fire
 - Lone Working
 - Health & Safety
 - Absence management
- Report any accidents / incidents as per the reporting procedures of the service.
- Central and North West London NHS Trust is committed to providing safe, effective services and providing young people and families with a positive experience.

Values

Central and North West London NHS Trust expects all staff to act in a way which shows you understand our core values and are willing to put them into practice with young people, their friends family and carers and also other staff members.

We expect you to show *COMPASSION*, contribute to a caring and kind environment and recognise that what you do and say helps can make the lives of others better

We expect you to *RESPECT* everyone and acknowledge and welcome people's differences rather than ignore them or see them as problematic.

We expect you to *EMPOWER* others and continually try to provide information, resources and support to help others make their own decisions and meet their own needs.

We expect you to work in *PARTNERSHIP* and behave in a way that shows that you recognise the importance of working collaboratively with all who come into contact with this service.



The following responsibilities are applicable to all staff:

Safeguarding

As a CNWL staff member you have a duty to safeguard and promote the welfare of children and adults at risk of abuse. You should be aware of local safeguarding procedures and how to contact named professionals for advice and support as well as reporting any concerns. You will be supported with the supervision and training needed to recognise and act on welfare concerns and to respond to the needs of children and adults. You have a responsibility to ensure that you are up to date with the safeguarding training required in line with mandatory training requirements.

Infection Control and Waste Disposal

Infection prevention and control is the responsibility of all staff. All duties must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures. You must also ensure that waste produced within the Trust is disposed of in such ways that control risk to health, or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

Data Protection, Confidentiality and Access to Health Records

All information concerning young people and other staff members must be treated as confidential and you must adhere to the policies related to this subject. As a CNWL staff member and as you contribute to young people's health records you are expected to be familiar with, and adhere to, the Trust's Care Records Policy and accompanying documentation. You are advised to compile records on the assumption that they are accessible to young people in line with the Data Protection Act 199 and you should be aware that young people's records throughout the Trust will be subject to regular audit. You have a responsibility to ensure that patient records are maintained efficiently and that confidentiality is protected in line with the Trust's policies.

Promoting Equality and Diversity

Central and North West London NHS Foundation Trust aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status. The Trust has a Valuing Diversity in the Workplace Policy and you are expected to adhere to the policy and support equality and value diversity by making sure that you do not discriminate, harass or bully colleagues, visitors or service users. You are also expected to make sure that you don't contribute to discrimination, harassment or bullying or condone discrimination, harassment or bullying by others. Everyone has a personal responsibility to promote and develop a culture that promotes equality and values diversity and to ensure that the team you work in does not discriminate, harass or bully.

Health and Safety and Risk management

As an employee you must be aware of the responsibilities placed on you under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, young people and visitors. As a CNWL staff member, you are accountable, through the terms and conditions of your employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required. All staff members have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

All managers throughout the organisation have a responsibility to ensure that policies and procedures are followed, that staff members receive appropriate training and a local risk register is developed and monitored on a quarterly basis and any changes reported to the Clinical Governance Committee and Risk and Assurance Committee. Managers are responsible for implementing and monitoring any

identified risk management control measures within their designated area/s and scope of responsibility. In situations where significant risks have been identified and where local control measures are considered to be potentially inadequate, managers are responsible for bringing these risks to the attention of the Borough Director and relevant governance committee.

No Smoking Policy

There is a smoke free policy in operation in the Trust and smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

Staff Support

The Trust is committed to ensuring that you achieve a good work/life balance, have access to a wide range of support including flexible working options, childcare support and many training and development opportunities.

General Note

The duties and responsibilities outlined above are to be regarded as broad areas of responsibility and do not necessarily detail all the tasks which you may be required to perform. You may be expected to undertake other duties as may be required which are commensurate with your grade and experience. This job description may be subject to change after discussion with you. All duties and responsibilities must be carried out in accordance with statutory legislation, CNWL Standing Orders, Health and Safety regulations and the Skills for Health Code of Practice.

PERSON SPECIFICATION

POST TITLE: Senior Mental Health Practitioner -MHST
PAY BAND: Band 6

CRITERIA	ESSENTIAL Requirements necessary for safe and effective Performance in the job	SEE KEY	DESIRABLE Where available, elements that would contribute to immediate performance in the job	SEE KEY
Education and Qualifications	<ul style="list-style-type: none"> Relevant professional qualification in either: a.) Degree level Mental Health Nursing; Social Work; Occupational Therapy; Art Therapy; Drama Therapy; Music Therapy; LD Nursing; or equivalent substantial CAMHS/EWMHS clinical experience b.) HEE Postgraduate Diploma in Education Mental Health Practice or Postgraduate Diploma in Psychological Wellbeing Practice for children and young people Additional qualifications or training in child and adolescent mental health gained through study and in-house training programmes. Registered with a relevant professional body 	A / I	<ul style="list-style-type: none"> Formal CBT training Post Graduate accredited training in CBT Accredited courses / workshops in CYP-IAPT principles 	A
Previous Experience and knowledge	<ul style="list-style-type: none"> Substantial consolidated experience working in child and adolescent mental health. Extensive experience of delivering evidenced-based interventions for mild 	A / I	<ul style="list-style-type: none"> Knowledge and experience in mental health promotion work. Experience of delivering evidenced-based CBT interventions to CYP and their 	A



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	<p>to moderate mental health issues such as anxiety, low mood and behavioural problems to CYP both individually, to parent(s)/carer(s) and in groups.</p> <ul style="list-style-type: none"> • Experience either working as a member of a multidisciplinary team or multi-agency working. • Good understanding of the range of child and adolescent mental health services • Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies 		<p>families for mild to moderate mental health issues such as anxiety, low mood</p> <ul style="list-style-type: none"> • Experience of working with schools to support CYP emotional well-being needs • Experience running therapy groups and/or training events 	
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<p>Communication and Administrative Skills /Competencies</p>	<p><u>Communication:</u></p> <ul style="list-style-type: none"> • Excellent oral and written communication skills. • Able to communicate effectively with the team, through face to face, video call, telephone and email communication. This includes discussing case work, taking note of actions, updating others in the team and use team meetings effectively. • Maintaining accurate, timely, concise and legible clinical records both electronic and handwritten which adhere to the CNWL policies • Able to talk to people about sensitive issues in a supportive manner but also challenge others assertively where necessary • Excellent communication, assessment, planning and recording skills. • Ability to deliver interventions which address the assessed needs. • Ability to work co-operatively with other disciplines. • Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety. 	<p>A/I</p>	
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	<u>IT Skills:</u> <ul style="list-style-type: none"> • Able to maintain electronic patient records • Use Microsoft products including Word for letter and report writing, PowerPoint for presentations and workshop delivery and Excel for service monitoring and evaluation. 		<ul style="list-style-type: none"> • Ability to use IT systems for evaluation of interventions and practice for service improvement. 	A
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Clinical Skills and Competencies	<p>This post requires you to be proficient in:</p> <ul style="list-style-type: none"> Care planning: being able to assess young people, develop, implement and evaluate a care plan Empowering and working in partnership with children, young people and families Safeguarding and advocacy of children, young people and vulnerable adults Adhering to Infection, prevention control protocols Working confidentiality and obtaining consent to share information whenever possible. <p>Clinical Skills Specific to Team:</p> <ul style="list-style-type: none"> Ability to carry out 1:1 therapeutic mental health interventions with children and young people Ability to carry out 1:1 therapeutic mental health interventions with families ability to carry out group work and deliver workshops Ability to deliver training sessions Ability to work within educational settings to increase mental health awareness within the staff group Ability to conduct mental health assessments of children and young people Ability to make an assessment of risk and to record and communicate it appropriately. 	<p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> Experience delivering trainings and psycho-educational workshops about mental health issues Experience of providing mental health consultation and signposting to education staff and other professionals. Experience of conducting group parenting programmes. 	<p>A</p>
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Knowledge	<ul style="list-style-type: none"> - Understanding how the Mental Capacity Act and Deprivation of Liberty Safeguards impacts on their work and the people they are working with - Understanding how the Mental Health Act impacts on their work and the people they are working with - Understanding the concept of quality and their role in improving safety, clinical outcomes and the patient experience - Knowledge of educational environments - Knowledge of children and young people safeguarding legislation, policies and procedures - Knowledge of capacity and consent issues including Gillick competence 	A/I	Knowledge of the functional operation of specialist CAMHS teams	A
Attitudes, aptitudes, personal characteristics	<p>Be a role model and embody CNWL's values by being:</p> <p><u>Caring</u> for the people who use our services, their families and carers, and other staff</p> <p><u>Respectful</u> of others and genuinely treating them how you would want to be treated</p> <p>Able and willing to work with service users, family and carers, and other staff in a way which <u>empowers</u> and supports others and makes them feel better about themselves</p> <p>Able and willing to work in <u>partnership</u> with service users, their friends and family as well as other health care professionals</p>	A/I	Proven commitment to continuous professional development.	A





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	<p><u>Working with Others:</u></p> <ul style="list-style-type: none">• Work well with other members of the team including communicating effectively, being kind and considerate, reliable and enthusiastic.• Help others in the team achieve their objectives and deliver safe, effective care.• Mentor, teach and support others in the team.• Contribute to the culture of the team and play a role in making it inclusive, kind and hard working.• Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload			
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Other	<p>Full, enhanced and current satisfactory DBS disclosure for the role</p> <p>Able to travel to meet the requirements of the post</p> <p>Team player</p> <p>Excellent time management and organisational skills</p> <p>Able to meet the physical requirements of the role after reasonable adjustments have been made for any illness or disability.</p>	A/I	Access to car or other motor vehicle for use for work purposes.	I
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* **Key:** Measured by **A** = Application Form, **I** = Interview, **As** = Assessment

