

Job Description

Post Title	Education Mental Health Practitioner or Children and Young People Wellbeing Practitioner
Band	5
Directorate	Children and young people
Location/Base	Bolton CAMHS
Responsible to	Operational Manager
Accountable to	Service Manger

Job Summary/Purpose

Job Summary

This is an exciting opportunity to be part of a new service which we are delivering across Bolton: The Mental Health Support Team (MHST).

There is significant focus on transforming Children and Young People's Mental Health Services within the NHS. The NHS [Long Term Plan](#) which builds on the 2017 Children and Young People's Mental Health [Green Paper](#) has set out proposals to improve mental health support in schools and colleges.

MHSTs are designed to help meet the mental health needs of children and young people in primary, secondary and further education (primarily for ages 5 to 18), by providing mental health support in schools, colleges and other education settings such as alternative provision.

The three core functions of a Mental Health Support Team (MHST) are:

- Delivering evidence-based interventions for children and young people with mild to-moderate mental health problems.
- Supporting the senior mental health lead in each education setting to introduce or develop their whole school/college approach
- Giving 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.

Job Purpose

The Education Mental Health Practitioner or Children and Young People Wellbeing Practitioner role intends to support school staff to feel confident in recognising and responding to emerging mental health difficulties. Bolton MHST works with the mental health support services that already exist, such as counsellors, educational psychologists, school nurses, pastoral care staff and educational welfare officers. Our Band 5 Education Mental Health Practitioner or Children and Young People Wellbeing Practitioner will be offered regular clinical and case management supervision to support our MHST core functions; Delivering evidence-based interventions for children and young people with mild to-moderate mental health problems. Supporting the senior mental health lead in each education setting to introduce or develop their whole school/college approach. Giving 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.

Main Duties & Responsibilities

Heading	Duty/Responsibility
Clinical responsibilities	To be supported through supervision to deliver whole school mental health initiatives alongside young people, school staff, senior leads and parents.
	To provide 1:1 brief intervention for mild to moderate mental health problems, developing support plans for children and young people

	<p>on a regular basis and discuss in clinical supervision any issues that needs addressing.</p> <p>CBT informed worry and anxiety management interventions, graded exposure, sleep and stress management, behavioural experiments.</p> <p>Ensuring adaptations of practice for CYP with Autistic Spectrum Condition, learning difficulties, attention deficit hyperactivity and neurodiversity.</p> <p>To evaluate the success of intervention at regular intervals using Routine Outcome Measures (ROMS).</p> <p>To liaise with schools and other agencies in terms of information gathering and sharing.</p> <p>To offer parent led CBT approaches.</p> <p>To inform local child protection co-ordinator and senior clinicians of any concerns regarding protection issues.</p> <p>To gain feedback on experience through session rating scales, experience of service questionnaires.</p> <p>To organise your own diary and workload in agreement with team manager.</p> <p>To see families/children in the setting most appropriate for effective and efficient care.</p> <p>To engage and support school staff, young people and carers in utilising brief evidence-based coping strategies and self-help.</p> <p>To signpost to and deliver brief evidence-based psychotherapeutic interventions.</p> <p>To develop active participation and student voice within schools and work alongside mental health ambassadors in schools under supervision.</p> <p>To support and empower children, young people and families to make informed choices about the intervention and ensure choice of intervention delivery via face to face, group or remote sessions.</p> <p>Operate at all times from an inclusive values base, which recognises and respects diversity.</p> <p>Under supervision accept referrals within agreed national and local protocols. Adhere to the service referral protocols.</p>
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	<p>Under supervision signpost unsuitable referrals to the relevant service as necessary.</p> <p>Under supervision, undertake accurate assessments 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.</p> <p>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.</p> <p>Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making.</p> <p>Complete all requirements relating to data collection.</p>
Professional	<p>Engage meaningfully in the process of clinical skills supervision, case management supervision, peer/group and management supervision.</p> <p>To observe and maintain agreed policies and procedures as defined by the Trust.</p> <p>Participate in Multi-Disciplinary Team meetings as appropriate.</p> <p>To inform the team manager for the Multi-disciplinary Team of matters that might affect policy decisions.</p> <p>To co-operate with senior clinicians in CAMHS in investigating complaints and concerns.</p> <p>To participate in in-service training. To undertake any such duties as may be delegated and appropriate according to level of skill and competency.</p> <p>Follow policies and protocols with regards to children and family services and share relevant information with other agencies as required by Child Protection procedures.</p> <p>Supervised for managerial purposes by the Team Manager Participate in the Trust's research, audit and development projects as required.</p>

Education and development	<p>To keep-up-to-date with Best Practice relevant to Child and Adolescent Mental Health service and user needs Continue personal professional development through a structured appraisal and training process.</p> <p>Undertake annual Individual Performance Appraisal (IPA) and Personal Development Plan with your line manager.</p> <p>Contribute to the continuing developments of the Multi-disciplinary Team.</p> <p>Participate in regular clinical skills and case management supervision, engage in reflective practice and be committed to continued development.</p> <p>Develop own skills and knowledge and contribute to the development of others.</p> <p>To promote and facilitate the education of child and adolescent mental health with children, young people, families, interagency staff and healthcare professionals.</p> <p>Be supervised, supported and assessed oneself to assess and deliver outcome focused, evidence-based interventions in educational settings for children and young people.</p> <p>Apply learning from the previous training programme to practice.</p> <p>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 supervisee, supervisor and service are delivered.</p> <p>Respond to and implement supervision suggestions by supervisors in practice. Engage in and respond to personal development supervision to improve competences and practice.</p> <p>Undertake all mandatory and Core Skills training as required.</p>

Research and Audit	<p>To maintain accurate systematic, clinical and professional records, as required by the service and in accordance with Trust Policy.</p> <p>To provide statistics as required by the Team Manager/Trust.</p> <p>To participate in the effectiveness of communications within the service, by attendance at clinical, staff and professional meetings, as advised by the MHP.</p> <p>Undertake and participate in appropriate audit, quality assurance programmes and research as directed</p>
Trust Mandatory On-going Requirements - to be met by the candidate after commencing in post, these will not be assessed at the recruitment stage	<ul style="list-style-type: none"> • To undertake any other reasonable duty, when requested to do so by an appropriate Trust manager. • To understand and comply with all Trust policies, procedures, protocols and guidelines. • To understand the Trusts Strategic Goals and how you can support them. • To understand the need to safeguarding children and vulnerable adults and adhere to all principles in effective safeguarding. • To carry out all duties and responsibilities of the post in accordance with Equal Opportunities, Equality and Diversity and dignity in care/work policies and principles • To avoid unlawful discriminatory behaviour and actions when dealing with the colleagues, services users, members of the public and all stakeholders. • To access only information, where paper, electronic, or, in

	<p>another media, which is authorised to you as part of the duties of your role.</p> <ul style="list-style-type: none"> • Not to communicate to anyone or inside or outside the NHS, information relating to patients, services users, staff, contractors or any information of a commercially sensitive nature, unless done in the normal course of carrying out the duties of the post and with appropriate permission. • To maintain high standards of quality in corporate and clinical record keeping ensuring information is always recorded accurately, appropriately and kept up to date. • To ensure their day to day activities embrace sustainability and reduce the impact upon the environment by minimising waste and maximising recycling; saving energy; minimising water usage and reporting electrical faults, water leakages or other environmental concerns to the facilities department or their line manager. • Take reasonable care of the health and safety of yourself and other persons • To contribute to the control of risk and to report any incident, accident or near miss • To protect service users, visitors and employees against the risk of acquiring health care associated infections. • To take responsibility for your own learning and development by recognising and taking advantage of all opportunities to learn in line with appraisal and supervision.
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Further Information for Postholder(s)

This job description is not exhaustive, but is intended to give an overall picture of the role. Other duties within the general scope of the post may be required from time to time. The duties of the post and job description can be reviewed through the agreed process. All information obtained or held during the post-holders period of employment that relates to the business of the Trust and its service users and employees will remain the property of the Trust. Information may be subject to disclosure under legislation at the Trust's discretion and in line with national rules on exemption.

All Trust sites have been designated a no smoking area. The post holder is therefore advised smoking is not permitted within the hospital premises or grounds or whilst representing the Trust in the course of their duty. While the Trust will not discriminate against employing smokers, all prospective employees should be aware of this policy

Person Specification

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Essential Criteria - The qualities without which a post holder could not be appointed.	Desirable Criteria - Extra qualities which can be used to choose between candidates who meet all the essential criteria	How Assessed – AP = Application form IN = Interview OA = Other Assessment
Education / Qualifications - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <p>Successful completion of an IAPT ‘Education Mental Health Practitioner’ or Children and Young People’s Wellbeing Practitioner course.</p> <p>Professional registration as an ‘EMHP’ or ‘CYWP’ with an appropriate regulatory body (e.g. British Psychological Society (BPS) or British Association for Behavioural and Cognitive Psychotherapies (BABCP)</p> <p>Evidence of working with Children and Young People who have experienced mental health problems</p>	<p>Evidence of continuing professional development in the field of child and adolescent mental health</p>	<p>Application Form Certificates Proof of registration Interview</p>
Experience - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <p>Experience of delivering evidence based mental health interventions including low intensity cognitive behavioural therapy interventions to Children, Young People and parents.</p> <p>Experience in utilising and interpreting routine outcome measures in practice.</p> <p>Ability to learn in a variety of settings and using a variety of learning methods.</p> <p>Computer literacy and the ability to keep clinical records to a high standard in line with policies.</p>	<p>Experience of developing and delivering whole school approaches to mental health.</p> <p>Developing and delivering school and staff wellbeing initiatives.</p> <p>Experience designing/delivering training. Experience of working with parents, offering parent psychoeducation or CBT led intervention.</p>	<p>Application Form Certificates Proof of registration Interview</p>
Knowledge - to be able to complete the duties as laid out on the Job Description		
The post holder should have:	Knowledge of the educational	Application Form

<p>Understanding of child and adolescent development and emotional, social and psychological wellbeing through academic study.</p> <p>Understanding and knowledge of psychological models of brief intervention.</p> <p>Knowledge of safeguarding issues Knowledge of capacity and consent issues including Gillick competence.</p>	<p>system in England.</p> <p>Knowledge of group work and facilitation skills.</p>	<p>Certificates Proof of registration Interview</p>
Skills and Abilities - to be able to complete the duties as laid out on the Job Description		
<p>The post holder should have:</p> <p>Ability to utilise CYP assessment skills and routine outcome measures effectively including suitability assessments.</p> <p>Effective communication skills in respond to a variety of needs and situation.</p> <p>Experience of working with children and young people who have social, emotional and/or behavioural difficulties.</p> <p>Experience of the delivery of specific therapeutic interventions to children, young people or their families (e.g. CBT, solution focused brief therapy.</p> <p>Good organisational/time management skills with the ability to work autonomously.</p>	<p>Use multimedia materials for presentations in professional settings. Experience of database use</p>	<p>Application Form Certificates Proof of registration Interview</p>
Other Requirements - to be able to complete the duties as laid out on the Job Description		
<ul style="list-style-type: none"> Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies. Appointments to regulated and controlled activities 		<p>Application Form Certificates Proof of registration Interview</p>

<p>require an enhanced DBS disclosure.</p> <ul style="list-style-type: none"> • Ability to work across various locations as part of the role. 		
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The Trust will consider any reasonable adjustments to the recruitment and selection process and to employment for applicants who have protected characteristics under the Equality Act 2010.