
JOB DESCRIPTION

Oxford Health NHS FT

Job Title: Education Mental Health Practitioner
Band: 5
Responsible to: Clinical Team Manager
Responsible for: Not applicable
Accountable to: Service Manager

Place of work: TBC
Hours: Full-time 37.5 hours per week

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JOB PURPOSE

The postholder will work as an autonomous responsible practitioner as their training affords and within the scope of their local job description, to engage in;

- Delivering evidence-based intervention for children and young people in education setting with mild to moderate mental health problems
- Helping children and young people within these settings who present with more severe problems to rapidly access more specialist services
- Supporting/facilitating staff in education settings to identify and where appropriate manage issues related to mental health and wellbeing
- Working with and within education environments to afford better access to specialist mental health services

DUTIES AND RESPONSIBILITIES

Therapeutic Assessment and Intervention

1. Assess and deliver outcome focused, evidence-based interventions in educational settings for children and young people experiencing mild to moderate mental health difficulties, working at all times in collaboration with and giving respect to the education function of the setting in which the post-holder is deployed.
2. Work in partnership to support children and young people experiencing mild to moderate mental health difficulties and their parents/carers, families and educators in the self-management of presenting difficulties.
3. Work in effective, evidence-based partnership with children, young people, their families and their educators in the development of plans for the intervention and agreed outcomes.
4. Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
5. Operate at all times from an inclusive values base, which recognises and respects diversity.
6. Accept referrals within educational settings according to agreed local and national and local protocols.
7. Undertake and record accurate assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the educational setting and Local Safeguarding Board guidance.
8. Adhere to all regulations, processes and procedures within the educational service to which the postholder is attached within the educational setting where the postholder working including (but not limited to) HR policies, training requirements, referral protocols, and emergency procedures. Signpost referrals of children with more complex needs to a locally identified appropriate relevant service

9. Through case management, supervision and any other relevant local pathway, escalate cases where the level of need or risk is beyond the scope of practice of the postholder.
10. Provide a range of information and support for low intensity, evidence based psychological treatments, including guided self-help.
11. Practice, evidence and demonstrate an ability to manage one's own caseload in conjunction with the requirements of the team.
12. Attend multi-disciplinary and multi-agency meetings relating to referrals or children and young people in treatment, where appropriate.
13. Keep clear, professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making.
14. Complete all requirements relating to data collection.
15. Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
16. Work within a collaborative approach involving a range of relevant others when indicated.
17. Contribute to the development of individual or group clinical materials or training materials, and in addition to develop such materials independently as falls within own degree of competence, and under direction of the wider team.

Training and supervision

18. Continue to apply learning gained on the training program directly to practice.
19. Prepare and present case load information to supervisors within the service on an agreed and scheduled basis to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
20. Respond to and implement supervision suggestions by supervisors in practice.
21. Engage in and respond to personal development supervision to improve competences and practice.
22. To disseminate research and service evaluation findings in appropriate formats through agreed channels.

STRUCTURE CHART

See Local Structure chart attached.

CODE OF CONDUCT

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

In addition to undertaking the duties as outlined above, the post-holder will be expected to fully adhere to the following:

Personal Development

- To actively participate in an annual performance review (appraisal) and the development and implementation of a personal development plan.
- To take responsibility for their own professional development ensuring professional standards are maintained and statutory and mandatory training is in date.
- To attend any training as requested.

Code of Conduct

- To adhere to the Professional Code of Conduct relating to your profession (if applicable).
- To uphold the principles and values set out in the NHS Code of Conduct for Managers.
- To support the organisation in developing an effective work/life balance for employees that meets the needs of the organisation.
- To ensure that the health and wellbeing of patients is at the centre of all activities and that all staff engage and communicate with patients as appropriate.
- To always promote quality and safety of patients, visitors and staff thus enabling the Trust to meet its regulation requirements (Care Quality Commission Registration – Regulations and Outcomes) that relate most directly to patients and also strive for continuous quality improvement.

Equal Opportunities/Diversity

- To observe Oxford Health NHS Foundation Trust's Equal Opportunities Policy providing equality of treatment and opportunity to employees, service users and service providers irrespective of sex, sexuality, age, marital status, ethnic origin or disability.

Health & Safety

- To take responsibility for the health & safety of themselves and other persons who may be affected by their omissions or actions at work.
- To promote the Trust's Health and Safety Policy and ensure matters are managed in accordance with it.
- To co-operate with the Trust to ensure that statutory and departmental regulations are adhered to.
- Report accidents, incidents and near misses, implementing corrective action where necessary.

Infection Control

- To comply with Trust policies for infection control and hand hygiene such as hand hygiene, decontamination Policy, uniform and workwear code and standard precautions Policy to reduce the spread of healthcare-associated infections (HCAIs).
- Employees with clinical responsibilities must incorporate into their clinical activities up to date evidence that supports safe infection control practices and procedures, such as the use of aseptic techniques and the safe disposal of sharps.

Confidentiality and Data Security

- To comply fully with the duties and responsibilities outlined in the Trust's Information Governance Policy.
- To comply with the Data Protection Act 2018 and General Data Protection Regulations (GDPR), National Data Security Standards and any professional code of practice on Confidentiality and Data Protection as accepted by the Trust. Departmental codes of practice and procedures for confidentiality are available from the head of department.
- To ensure that all information collected, stored and used is done so in compliance with the above Act and any relevant Trust Policy.
- To preserve the confidentiality of any information regarding patients, staff records in your area (in connection with their employment) and the Trust business. This obligation shall continue in perpetuity.
- To raise any matters of concern with your Manager/Director

Safeguarding

- To recognise that promoting the welfare and safeguarding children, young people and adults is everyone's business and access training and supervision as appropriate to the role.
- To support the organisation in ensuring service users are protected from abuse or the risk of abuse and their human rights are respected and upheld.
- To ensure concerns are responded to appropriately in line with the Trust's Safeguarding Adults Policy and the Child Protection Policy and interagency safeguarding procedures.
- To comply with recruitment and other checks as requested by the organisation including undertaking an Enhanced Disclosure via the Criminal Records Bureau.

Other

- To be aware of and work in line with all Trust policies and procedures.
- To carry out any other tasks as reasonably directed.

PERSON SPECIFICATION

Band: 5 Education Mental Health Practitioner		
Criteria for Selection	Essential Requirements	Desirable Requirements
Knowledge Requirements	<ul style="list-style-type: none"> • Knowledge of educational environments • Knowledge of safeguarding issues • Knowledge of capacity and consent issues including Gillick competence 	<ul style="list-style-type: none"> • Knowledge of the functional operation of specialist CAMHS teams
Qualifications – Academic/Skills/Professional	<ul style="list-style-type: none"> • Graduation from a Health Education England (HEE) Quality Assured EMHP Training Course (prior to January 2023) or a British Psychological Society (BPS) Accredited EMHP training course (January 2023 onwards). 	<ul style="list-style-type: none"> • A further relevant degree qualification • Teaching qualification • Youth Mental Health First Aid trained
Further Training or Job Related Aptitude and Skills	<ul style="list-style-type: none"> • Ability to carry out 1:1 therapeutic mental health interventions with children and families • Ability to conduct therapeutic and psychoeducational groups to children, families, and professionals. • Ability to work within educational settings to promote and enhance the Whole School Approach. • Ability to conduct mental health assessments of children and young people • Ability to assess and appropriately manage, communicate, and record risk. 	

Previous Experience	<ul style="list-style-type: none"> • Experience of working with children and young people, their families, and others. • Experience of working and liaising with a wide variety of agencies and stakeholders 	<ul style="list-style-type: none"> • Experience of working with children and their families in a healthcare setting • Experience of working with children and their families in an education setting
Specialist Experience	<ul style="list-style-type: none"> • Experience of working with children and young people who have social, emotional and/or behavioural difficulties • Experience of working with anxiety disorders and affective (mood disorders) • Experience of the delivery of specific therapeutic interventions to children, young people or their families (e.g. low intensity CBT) 	<ul style="list-style-type: none"> • Experience of monitoring and recording outcome measures for children’s emotional wellbeing • Experience of navigating complex social systems and environments, who may have conflicting priorities or agendas • Experience of working with looked after children • Experience of working with other vulnerable groups
Personal Qualities	<ul style="list-style-type: none"> • Self-motivated • Able to travel to meet the requirements of the post • Team player • Excellent time management and organisational skills • Able to meet the physical requirements of the role after reasonable adjustments have been made for any illness or disability. 	
Contractual Requirements or other requirements	<ul style="list-style-type: none"> • Full, enhanced and current satisfactory DBS disclosure for the role • Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload • Excellent oral and written communication skills • To be able to travel independently and work flexibly across the county to support the service, from a designated base. The balance of working from the base and home working (known as hybrid working or blended 	<ul style="list-style-type: none"> • Proven commitment to continuous professional development.

	working) is determined by the needs of the service.	
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