

PROGRESS *your* CAREER



Senior Wellbeing Practitioner (SWP) Band 6

Job Description and Person Specification

Job Description

JOB TITLE: Senior Wellbeing Practitioner (SMHP)
BAND: 6
RESPONSIBLE TO: MHST Operational Manager
KEY RELATIONSHIPS:

Internal	External
Own Team Line Manager Locality Clinical Leads Clinical Supervisor SETCAMHS HCRG	Education settings GP Social Care Designated Mental Health Lead

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

The post holder will achieve this by:

The post holder will achieve this by being responsible for delivering interventions within Mental Health Support Teams (MHSTs) in and round schools and colleges whilst receiving clinical supervision.

The post-holder will routinely measure clinical outcomes and deliver evidence-based interventions.

The post-holder will be a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist), or have completed EMHP/CWP qualification and will be fully registered with the appropriate professional or regulatory body (e.g. HCPC, NMC, BPS, BABC). They will have extensive clinical experience working with children and young people with emotional

wellbeing and mental health difficulties. Post holders will have completed or be supported to complete the Senior Wellbeing Practitioner course or CYP IAPT Low Intensity Supervisor course.

The post holder will support their peers and team leader and be an effective team member whilst working on their own initiative. They will have a commitment to collaborative working and actively support and liaise with other health and social care professionals and agencies.

This Senior Wellbeing Practitioner role will work with schools and colleges as part of a Mental Health Support Team (MHST) to provide expert emotional wellbeing and mental health support as part of plans to transform children and young people's mental health through the NHS Long-Term Plan.

This role will work within an MHST based in schools and colleges to support children and young people.

The MHSTs build on the support already in place from school counsellors, nurses, educational psychologists and the voluntary sector to support those with mild to moderate mental health issues in school and will help children and young people with more severe needs to access the right support and provide a link to the CAMHS services.

Annual Leave

Post-holders will be entitled to annual leave and bank holiday based on years of NHS service. Due to service needs annual leave will predominately need to be taken within school holiday periods. A maximum of a week can be considered within term time following line management discussion and agreement.

Key Responsibilities:

- The Postholder will work as part of an MHST delivering, under supervision, high-quality, brief outcome focused evidence-based interventions for children and young people experiencing mild to moderate mental health difficulties in and around schools. The post holder will be responsible for delivering clinical interventions within the MHST and will receive clinical supervision from a more senior psychological practitioner.
- To routinely measure clinical outcomes.
- Promoting the mental and emotional health of children, young people and families in the community through evidenced based clinical interventions.
- To undertake initial school based and community-based assessments and to deliver a range of early interventions to children and young people with a range of emotional and behavioural difficulties
- Providing a direct service to children and young people and their families, in an accessible and less stigmatizing environment, based on the best available research evidence, within clinical governance

- To improve the knowledge and understanding of emotional and mental wellbeing services among school staff where appropriate
- To prevent more serious mental health problems in children and young people by early identification of the development of mental health problems in children and young people
- Providing a direct service to children and young people and their families, in an accessible and less stigmatizing environment, based on the best available research evidence, within clinical governance
- To provide support and supervision to junior staff, students and trainees.

Clinical Skills

- To act as an autonomous, registered practitioner who is legally and professionally accountable for own unsupervised actions guided by their registering bodies code of conduct and Trust guidelines and protocols
- The post-holder will be a graduate qualified health care professional (e.g. nurse, social worker, occupational therapist), or will be a qualified low intensity practitioner (CWP/EMHP) with substantial post qualification experience and CPD and will be fully registered with the appropriate professional or regulatory body (e.g. HCPC, NMC, (BPS/BABCP for CWP/EMHP)). They will have extensive clinical experience working with children and young people with emotional wellbeing and mental health difficulties.
- Further professional knowledge will have been gained through accredited courses workshops, study and in house training programmes (e.g. CYP-IAPT training).
- To be responsible, and accountable, for service delivery to clients/patients, via NICE compliant pathways.
- To be able to assess and develop plans of care within MHSTs to meet the needs of children and young people with a variety of conditions. This includes brief and longer-term interventions through talking therapies, recognising own limitations and seeking advice when necessary. This will include continuously evaluating and acting on outcomes and activity.
- To be able to initiate referrals to other health professional specialist services and agencies.
- To provide children, young people and relatives with information and education thus ensuring they have meaningful choices that promote dignity, independence and quality of life.
- To ensure practice is supported by research, evidence based practice, literature and peer review.

Leadership

- To be part of an effective team and the development of productive working relationships throughout the Trust
- To actively promote integrated health professional working internally and externally

- To facilitate the development of a positive and 'supportive' team culture by taking responsibility for dealing effectively with potential conflict
- To participate in the audit process, linking in with the clinical governance agenda
- To advise, encourage and share knowledge with other colleagues utilising the latest research and practice development, through literature and peer reviews
- To provide leadership, and to promote initiative, creativity and motivation in the MHSTs where appropriate

Administration

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To promote agile working
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.
- To collect MHST data routinely

Communication

- To develop a broad range of relationships with both internal and external colleagues and partner agencies, including the voluntary sector, services users, parents and carers
- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.
- Participate in the review and development of clinical policies and identifies improvements to service provision.

Training

- To ensure own continued professional development and support a culture of lifelong learning in self and others.
- To undertake, and assist, in the planning of own mandatory training and workshops.
- To undertake a regular appraisal, developing a personal development plan that includes clinical competencies reflecting the health needs of the local population and relates to Trust strategy.
- To support new staff and their integration within the team.
- To support training as part of the role including changes to professional development and implementation of new policies and guidelines.

Additional Information

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

Review of this Job Description

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: March 2024

Date to be reviewed: March 2025

Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> • Putting people first • Prioritising quality • Being progressive, innovative, and continually improve • Being professional and honest • Promoting what is possible, independence, opportunity, and choice 	✓		Application Form Interview Assessment

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form Interview Assessment
Successful completion of a graduate training (e.g. nursing, social work, occupational therapy) or have completed a low intensity EMHP/CWP Qualification.	✓		Certificate of training Registration number
To be eligible for registration as a full member of the appropriate professional body (e.g. HCPC, NMC) or...	✓		Application Form

...Successful CYP-IAPT Low Intensity CBT training (CWP/EMHP) with substantial post qualified experience and CPD alongside BPS or BABCP registration.	✓		Application Form
Attended/willing to attend SWP course or CYPIAPT Supervisor training			Application Form

Experience	Essential	Desirable	Measurement
Substantial experience in delivering low intensity CBT treatments.	✓		Application Form Interview
Experience of working with difficult, disturbed or challenging children /young people requiring skilled and complex interventions.	✓		Application Form Interview
Experience of working with children and adolescents with co-morbid difficulties and special needs. (i.e. Combination of organic and emotional deficits, such as autistic spectrum disorders and trauma).	✓		Application Form Interview
Experience of working therapeutically with Parents/carers/ families of children and young people with complex mental health	✓		Application Form Interview

problems			
Experience of using observation (eg. In school contexts) to contribute to assessments of children.	✓		Application Form Interview
Experience of carrying out generic assessment with other colleagues in the multi-disciplinary team.	✓		Application Form Interview
Experience of assessment carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person	✓		Application Form Interview
Experience of providing individual interventions with a wide variety of children and young people, from 3 to 19 years old- presenting problems at the most severe end of the spectrum.	✓		Application Form Interview
Experience of initiating, organising and planning inter-agency meetings aimed at setting in place a treatment package tailored to the individual needs of a child/young person.	✓		Application Form Interview

Experience of providing clinical interventions in different cultural contexts.	✓		Application Form Interview
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Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of short term and long- term clinical interventions in EWMHS	✓		Application Form Interview
Knowledge of legislation in relation to children and adolescents and safeguarding procedures and policies.	✓		Application Form Interview
Knowledge of NHS, Social Care and Education structures, national policies and frameworks, evidence based practice including NICE guidelines.	✓		Application Form Interview
Knowledge of risk management and ability to monitor and assess risk and act accordingly to ensure safety.	✓		Application Form Interview

Knowledge of electronic record systems, ie Systmone and Rio	✓		Application Form Interview
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Skills	Essential	Desirable	Measurement
Basic awareness of IT and IT skills	✓		Application Form Interview Assessment
Ability to communicate clearly and effectively highly complex and sensitive matters to patients, which give rise to psychological distress.	✓		Application Form Interview
Highly developed ability to integrate complex clinical information into a coherent formulation.	✓		Application Form Interview
Skill in the ability to communicate effectively, verbally and in writing complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside EWMHS.	✓		Application Form Interview
Ability to tolerate anxiety without recourse to premature action whilst	✓		Application Form Interview

appreciating the role of the supervisor.			
Capacity to work alone, Involving colleagues and manager as relevant	✓		Application Form Interview
Capacity to write clear records and observe policies, procedures and guidelines.	✓		Application Form Interview
Ability to plan and organise own workload and time	✓		Application Form Interview
Ability to use outcome monitoring across all clinical work.	✓		Application Form Interview

Other	Essential	Desirable	Measurement
To be aware and demonstrate the Trust Values	✓		Application Form Interview Assessment
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be able to work within the Professional Code of Conduct and Ethics	✓		Application Form Interview

To be able to work autonomously within the overall framework of the Trust's policies and procedures	✓		Application Form Interview
Able to form good working relationships with others in multi-disciplinary and inter-agency settings.	✓		Application Form Interview
Evidence of personal resilience and aptitude for dealing with challenging, potentially distressing and highly emotional clinical work	✓		Application Form Interview