Job Title:	Trainee Supervising Practitioner
Job Grade:	E
Reports To:	Team Leader

Compass

Services to improve health and wellbeing

Service Overview:

This is an exciting opportunity to join our growing **Mental Health Support Teams (MHSTs)**, delivering early intervention support for **children and young people within school settings**. These teams play a vital role in ensuring that every child can access the right support, in the right place, at the right time, reducing duplication and making it easier for families to navigate mental health services.

You'll be part of a passionate and skilled team working **in partnership with local schools, communities, and education settings**, helping young people thrive through early help that's timely, accessible, and effective.

Our MHSTs focus on three core areas:

- **Delivering evidence-based interventions** for children and young people with mild to moderate emotional wellbeing or mental health needs
- **Supporting senior mental health leads** in schools and colleges to embed a whole-school approach to mental health
- **Providing expert advice and guidance** to school and college staff to help them support the mental health needs of their students

This is your chance to help shape a forward-thinking service that uses **creative, innovative approaches** to make a real and lasting difference in the lives of young people across our partner settings.

Job Purpose:

The post holder will play a key role in embedding Mental Health Support Team (MHST) services within education settings, helping to build strong relationships with schools, colleges, and local communities. They will hold a caseload and act as a care coordinator for children and young people experiencing mild to moderate mental health difficulties, working autonomously and accountably within a multidisciplinary team.

This includes the assessment, planning, implementation, and evaluation of care, with a focus on delivering effective, evidence-based support that meets the unique needs of each child or young person. The post holder will also be involved in the development and delivery of structured care

packages, including individual and group interventions for children, young people, parents, and school staff.

The role involves working collaboratively with young people and families, actively using outcome measures to shape and monitor care. The post holder will also offer specialist consultation, support, and training to colleagues across the service and to external partners as appropriate.

As a Trainee Supervising Practitioner, the post holder will also deliver CBT-informed interventions, drawing on a strong foundation in child and adolescent mental health practice and whole-school approaches. The role sits within a robust clinical governance framework and aligns with professional standards.

The post holder will be supported to develop supervisory skills, providing clinical supervision to Trainee and qualified Education Mental Health Practitioners (EMHPs). Completion of a Postgraduate Certificate in Clinical Supervision will be required following a consolidation period in practice.

Key Duties and Responsibilities:

1. Operational

1.1 To act as the initial point of contact for children, young people, families, schools and partner agencies on mental health and wellbeing related issues and assess, facilitate/co-ordinate and refer on where appropriate.

1.2 To carry out assessments, brief interventions and follow ups in response to identified need.

1.3 To contribute to the development and provision of services to children and young people.

1.4 To work with a defined caseload of service users as part of a multi-disciplinary team, providing assessment, care planning and care delivery for service users with mild to moderate mental health difficulties. This will include the provision of highly skilled professional care, psychological interventions, group work, assessment, risk assessments / risk management, and promoting recovery and inclusion and ensuring co- production with service users, families and carers and the education staff.

1.5 To liaise with all members of the multi-disciplinary team and outside agencies in the implementation of patient care.

1.6 To ensure that interventions are evidence based and in keeping with changes in the field of activity.

1.7 To contribute to the development of ideas and innovative practice and propose changes to protocols and procedures within the Service.

1.8 To initiate and participate in departmental audit as requested by the Service Manager

1.9 To participate in the Duty rota.

1.10 To actively contribute where appropriate in line with role and responsibilities to safeguarding multi agency assessments, meetings and reports including CAF, CIN, LAC and CP.

1.11 To proactively manage a caseload, prioritising cases according to risk and level of need and keeping up to date and accurate records.

1.12 Under the direction of the Service/Team Manager be accountable and responsible for a defined clinical caseload.

1.13 Demonstrate the clear and effective use of outcome measures for service users as directed by Compass.

1.14 Complete evidence based low intensity assessments of a person's social, emotional and behavioural needs in partnership with the child/young person and other members of the multi-disciplinary team.

1.15 Following appropriate assessment, develop person centred care plans to enable the proactive management of presenting needs.

1.16 To develop and maintain therapeutic relationships with children, young people, their families and carers who may at times be difficult to engage.

1.17 Communicate complicated or highly sensitive information such as the outcome of assessment and care plans to service users and families in a way that allows them to fully understand what is required.

1.18 To take an active lead in working closely with partnership agencies to promote wellness and recovery focused interventions and discharge planning.

1.19 To ensure risk assessments are completed, implemented and reviewed within each service users' programme of care, using agreed therapeutic formats to deliver planned interventions as required.

1.20 To actively contribute to multi-disciplinary team working and ensure that progress towards assessment and care planning is evidence based and logically organised to enable regular sharing and discussion with the wider multi-disciplinary team.

1.21 To maintain accurate records of all contacts ensuring timely input into the clinical database.

1.22 To develop educational and evidenced based intervention packages for group delivery in the education setting.

1.23 To support the development of projects within the children's and young people's services as and when required.

1.24 Support Mental Health Leads and other educational staff to develop and embed Whole School Approaches through audit, pupil profiling and action planning.

2. Developing and Maintaining Relationships

2.1 Be an active member of the team and reflect Compass' values.

2.2 Actively works towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.

2.3 Build strong links with key departments within Compass and develop key relationships with colleagues in other services.

2.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function.

3. Managing Resources

3.1 Prioritise own workload within agreed objectives using your own initiative.

3.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and relevant professional standards.

3.3 In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area of work and supporting others in the development of their themed area.

3.4 Take responsibility for your own and others' health and safety in the working environment.

3.5 Promote equal opportunity and diversity within Compass.

3.6 Ensure that confidentiality is maintained in line with Compass policy.

3.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.

3.8 Works in accordance with Caldicott and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.

3.9 Maintain accurate records in line with the Compass policies and procedures.

3.10 Skilful at managing conflict that may arise whilst working on behalf of Compass.

3.11 To act as a role model in applying good infection prevention and control policy and practice within Compass.

4. Managing Self

4.1 Prioritise own workload within agreed objectives using your own initiative.

4.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.

4.3 Take responsibility for your own and others' health and safety in the working environment.

4.4 Promotes equal opportunity and diversity within Compass.

4.5 Ensure that confidentiality is upheld at all times in line with Compass policy.

4.6 Ensure safeguarding responsibilities are delivered in line with role and competency level.

4.7 Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.

4.8 To act as a role model in applying good infection control prevention and control policy and practice within Compass.

4.9 Participate in the Compass performance review process and respond to agreed objectives.

5. Flexible Approach

5.1 To undertake such other duties or requirements, including evening or weekend working where required, as may be reasonably expected in accordance with the grade of the post and agreed with the line manager.

Financial Responsibilities: None

People Responsibilities: None

Qualifications, Experience and Knowledge:
ESSENTIAL

Qualifications

- Qualified Education Mental Health Practitioner (EMHP) with post qualification experience
- Evidence of continued professional development
- Willingness to complete post Graduate Certificate in Supervision at University as required

Experience

- 1 year post qualification experience of working therapeutically with children and young people
- Experience of working in a community and/or educational environment
- Collaborative working
- Experience of effective engagement with families and carers
- Experience of working in a multidisciplinary team

Knowledge

- Evidence of clinical development

Personal

- Recognition and escalation of risk, contributing to control measures
- Planning workload, time management
- Work under pressure and able to manage changing priorities
- Understand need for evidence and statistical data collection, and achieving targets
- IT skills
- Team player and dynamic personality
- Multiagency/disciplinary working
- Excellent communication skills and able to relate to children and young people
- Innovate practice and ability to influence and motivate others

- Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention
- Visionary approach to managing change and transition
- Positive attitude; flexible and adaptable whilst being solution focussed and tenacious
- Has a strong degree of personal integrity
- Able to work all year round and flexibly as part of a team to best meet business need
- Possession of full UK driving licence and access to vehicle
- Ongoing commitment to maintain registration in core profession.

DESIRABLE

Qualifications

- Therapeutic post graduate qualification (preferably in CBT)
- Post Graduate qualification in a relevant discipline

Experience

- Experience of providing mentorship
- Experience of delivering CBT informed supervision, ideally of practice related to education settings

Personal

- Leadership and the ability to delegate and supervise staff

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player –** able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal skills –** able to develop, establish and maintain positive relationships with others both internal and external to the organisation.

- **Strategic Thinking –** able to identify and manage risk.
- **Confidence and Presentation Skills–** able to deliver messages in a confident manner, with excellent presentation skills and group work skills.
- **Communication skills –** excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Resilience and Workload Management –** able to work under pressure, dealing with peaks and troughs in workload and see tasks through to completion when under pressure.
- **Flexible & Adaptable –** positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self-awareness –** ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated –** highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all colleagues to do the same:

We are Solution Focused
We believe in the art of the possible
We believe in being courageous and collaborative

We Act with Integrity
We believe our actions speak louder than words
We believe in asking for and offering help

We are Consistent & Reliable
We believe tenacity leads to success
We believe that no effort goes to waste

We Value Each Other
We believe in treating others as we expect to be treated
We believe everyone has something to contribute regardless of role

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Equality, Diversity & Inclusion:

The post holder must demonstrate and share our commitment to EDI:

- Actively support a safe, inclusive team culture where colleagues and service users of all backgrounds feel respected and empowered.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.