


<b>Job Title:</b>	Schools Practitioner - MHST	
<b>Service:</b>	Compass Birmingham MHST	
<b>Reports To:</b>	Team Leader	
<b>Band</b>	F Grade	

**Service Overview:**

Compass Mental Health Support Teams (MHST's) ensure Children and Young People (CYP) access the right help, at the right time, in the right setting, MHST's will remove duplication and avoid CYP/families being 'bounced' in between services.

Compass has a successful track record in early intervention health and wellbeing services for children and young people. We use a wide range of creative and dynamic methods of engagement, including digital interventions, across community and educational settings.

Adopting a values-based approach is at the heart of what we do; through collaboration and coproduction with stakeholders our services continually evolve, directing resources based on evidenced need. We are incredibly excited and proud to be a trusted MHST provider enabling us to develop innovative methods to make a real difference to the lives of children, young people and families in Birmingham.

The service will support CYP and families providing extra capacity for early intervention support within school and college settings in three core areas:

- Providing evidence-based interventions for mild to moderate mental health and emotional wellbeing issues
- Supporting designated senior mental health leads in each setting
- Providing timely advice to school and college staff and parents as required

**Service Structure:**

Compass Birmingham MHST Service consists of one integrated skill mix team working across local education settings in the North/North East of the City. The Service Manager is supported by a Senior Administrator and locality Team Leaders who provide oversight and local leadership to the skill mix team.

The skill mix team consist of a variety of professionals such as registered nurses, social workers, Education Mental Health Practitioners (EMHPs), administration and appropriately qualified support staff relevant to the range of services offered. The Compass Birmingham MHST's are managed within the Compass MHST operational services alongside our MHST's in North-East Lincolnshire, Barnsley, Central & West Lancashire and Derby and Derbyshire.

**Job Role Purpose:**

The post holder is responsible for supporting the development of the teams and embedding its services within defined education settings in North/North East of the City. The post holder will hold a caseload and work therapeutically with children and young people who experience mild to moderate mental health problems in educational settings. This involves the assessment, planning, implementation and evaluation of the care for the child or young person.

The care may include a variety of evidenced based interventions to children and young people and work with parents and teaching staff on an individual and in a group setting. The post holder works collaboratively with young people and their families incorporating the use of outcome measures within their work. They offer specialist support, consultation and training to staff within the service and other agencies where appropriate.

Schools Practitioners will also provide support to Educational Mental Health Practitioners (EMHPs) and Trainee's, and through direct delivery of evidence-based interventions to support the recovery of young people referred to the service, utilising skills and knowledge of CBT/psychological therapies, child and adolescent mental health practice, and knowledge of whole school approaches to mental health. This work will be in accordance with clinical governance processes and professional standards.

**Key Duties and Responsibilities:****1. Service Delivery**

- 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 respond swiftly and make a professional judgement to identified needs following specific care pathways. Delegate and reassign to skill mix team in line with their role and responsibilities/competency level.
- 1.3 To carry out assessments, brief interventions and follow ups in response to identified need.
- 1.4 To contribute to the development and provision of services to children and young people.
- 1.5 To work with a defined caseload of children, young people and families (CYPF) as part of a multi-disciplinary team, providing assessment, care planning and care delivery for children and young people 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
- 1.6 To provide specialist advice to other members of staff and trainees and act as a role model.

- 1.7 To liaise with all members of the multi-disciplinary team and outside agencies in the implementation of patient care
- 1.8 To ensure that interventions are evidence based and in keeping with changes in the field of activity
- 1.9 To contribute to the development of ideas and innovative practice and propose changes to protocols and procedures within the MHST.
- 1.10 To initiate and participate in departmental audit as requested by the Service Manager
- 1.11 To participate in the Duty rota
- 1.12 To actively contribute where appropriate in line with role and responsibilities to safeguarding multi agency assessments, meetings and reports including CAF, CIN, CLA and CP.
- 1.13 To proactively manage a caseload, prioritising cases according to risk and level of need and keeping up to date and accurate records.
- 1.14 Under the direction of the Service Manager be accountable and responsible for a defined clinical caseload.
- 1.15 Demonstrate the clear and effective use of outcome measures for service users as directed by Compass
- 1.16 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
- 1.17 Following appropriate assessment, develop person centred care plans to enable the proactive management of presenting needs.
- 1.18 To develop and maintain therapeutic relationships with children, young people, their families and carers who may at times be difficult to engage
- 1.19 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.
- 1.20 To take an active lead in working closely with partnership agencies to promote wellness and recovery focused interventions and discharge planning
- 1.21 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
- 1.22 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.

- 1.23 To maintain accurate records of all contacts ensuring timely input into the clinical database.
- 1.24 To develop psycho-education and evidenced based intervention packages for group delivery in the education setting.
- 1.25 To support the development of projects within the children's and young people's services as and when required.
- 1.26 Support Mental Health Leads and other educational staff to develop and embed Whole School Approaches through audit, pupil profiling and action planning.

## **2. Leading People**

- 2.1 Effectively leads staff in order to deliver results; inspiring others to be positive in their everyday practice and service delivery.
- 2.2 The post holder will be expected to support to junior staff and trainees within the team.
- 2.3 Contributes to ensuring adequate cover for the service throughout the year in collaboration with Team Leaders and Service Manager.

## **3. Developing Effective Relationships**

- 3.1 Be an active member of the team and reflect Compass' values.
- 3.2 Actively works towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 3.3 Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
- 3.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function.

## **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 and relevant professional standards.
- 4.3 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.
- 4.4 Take responsibility for your own and others' health and safety in the working environment.
- 4.5 Promote equal opportunity and diversity within Compass.

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

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

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

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

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

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

**In addition to these functions the post holder is expected to:**

Carry out other duties as may be reasonably expected in accordance with the responsibilities/competency level of the post.

**Key Working Relationships:**

The post holder is required to build effective operational and strategic sustainable partnerships with key senior stakeholders. Whilst not an exhaustive list, key relationships include:

- School Heads, Deputy Heads and key senior mental health leads within education
- Key Mental Health Leads within MASH, CSC teams and Safeguarding teams
- Children, Young People and Adult Mental Health Services
- School Nursing
- Youth Offending
- Managers within Children and Family services
- Primary care services
- Sexual health and substance misuse services
- A&E, paediatricians and managers within acute services
- Youth Council and other children, young people and parent forums.

**People Responsibilities:**

Responsibility for the facilitation and delegation of activities for staff within their skill mix team.



**PERSON SPECIFICATION – SCHOOLS PRACTITIONER - MHST**

	<b>Essential</b>	<b>Desirable</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Core professional and/or clinical qualification e.g. EMHP, PMHW, Senior EMHP nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work.</li> <li>• Evidence of continued professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Management / supervision training</li> <li>• Post Graduate qualification in a relevant discipline.</li> <li>• Mentorship qualification</li> </ul>
<b>KNOWLEDGE &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• 2 years working therapeutically with children and young people.</li> <li>• Evidence of clinical development in practice.</li> <li>• Experience of effective engagement with families and carers.</li> <li>• Risk assessment and management in the delivery of clinical services (including safeguarding).</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of delivering CBT informed supervision</li> <li>• Experience of line management and/or delivery of clinical supervision</li> <li>• Experience of inducting staff members to the area with confidence.</li> <li>• Experience of working in a community and/or educational environment.</li> <li>• Experience of organising team duties.</li> </ul>
<b>SKILLS &amp; APTITUDE</b>	<ul style="list-style-type: none"> <li>• Leadership and the ability to delegate and support staff.</li> <li>• Planning workload, time management.</li> <li>• Ability to manage changing priorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention.</li> </ul>

	<ul style="list-style-type: none"> <li>• Understand need for evidence and data collection, and achieving targets.</li> <li>• IT skills.</li> <li>• Team player and a dynamic personality.</li> <li>• Excellent communication skills and able to relate to children and young people.</li> <li>• Positive attitude; flexible and adaptable; solution focused; and tenacious.</li> <li>• Has a strong degree of personal integrity.</li> </ul>	
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Able to work all year round and flexibly as part of a team to best meet business need.</li> <li>• Possession of full UK driving licence and access to vehicle.</li> <li>• Ongoing commitment to maintain professional registration requirements.</li> </ul>	