

<b>Job Title:</b>	Practice Supervisor- JEFF project	
<b>Service:</b>	Compass Go... NE Lincs	
<b>Reports To:</b>	Service Manager	
<b>Band</b>	Grade F	

**Service Overview:**

Mental Health Support Teams (MHSTs) are a prevention and early intervention service designed to promote good mental health and wellbeing, and to provide support to meet the mild to moderate mental health needs of children and young people (CYP) in education settings.

MHSTs increase the CYPs mental health workforce and increase capacity to support pupils and students. Teams work alongside education staff to develop and embed a Whole School Approach (WSA) to mental health and wellbeing at all levels.

MHSTs have three core functions:

- Deliver evidence-based interventions for mild to moderate mental health issues
- Support the senior mental health lead to introduce/develop the WSA
- Provide timely advice to education staff, and liaise with specialist services to help CYP get the right support and stay in education

The service develops and delivers innovative methods to make a real difference to the lives of children, young people and families.

**Service Structure:**

The staffing structure is made up of an integrated skill mix team.

These roles include Supervising Practitioners, Assistant/Trainee/Qualified Education Mental Health Practitioners and specialist technical roles with staff coming from a wide range of professional backgrounds.

The Service Manager is supported by Team Leaders and a Senior Administrator who provide oversight and local leadership to the skill mix team.

**Job Role Purpose:**

The post holder will hold a caseload and undertake the role of care co-ordinator for children and young people with mild to moderate emotional wellbeing needs and an identified youth justice concern, working as an autonomous and accountable practitioner within a multidisciplinary team (based within Compass Go... MHST). This involves the assessment, planning, implementation, and evaluation of care for the child or young person.

The post holder is responsible for developing and disseminating packages of care. The care may include a variety of evidenced based interventions to children and young people and work with

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parents, care givers and allied professionals 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.

The post holder will offer specialist support, consultation and training to staff within the service and other agencies where appropriate, taking a lead on collaborative working with our VCSE organisations in NE Lincs and daily allocation meetings.

Practice Supervisors will also provide clinical supervision to Emotional Health and Wellbeing Practitioners, utilising skills and knowledge of psychological interventions and child and adolescent mental health practice, and knowledge and experience of professional leadership, practice and clinical supervision. 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 for the JEFF project, on emotional health and wellbeing related issues and assess, facilitate/co-ordinate and refer on where appropriate, via duty and daily allocation meetings.
- 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, where appropriate.
- 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 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
- 1.6 To provide specialist advice to other members of staff 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 team.

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- 1.10 To initiate and participate in departmental audit as requested by the service lead.
- 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 bespoke 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. Taking a lead on engaging VCSE organisations in NE Lincs.
- 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.

## **2. Leading People**

- 2.1 Effectively lead 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 clinically supervise the youth justice health and wellbeing workers as part of the project team.
- 2.3 Contributes to ensuring adequate cover for the service throughout the year in collaboration with Team Leader.

### **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.



**PERSON SPECIFICATION –PRACTICE SUPERVISOR- JEFF PROJECT**

	<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, nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work</li> <li>• Evidence of continued professional development</li> <li>• Post Graduate Certificate in Supervision (eg; EMHP supervisor course)</li> </ul>	<ul style="list-style-type: none"> <li>• Management training</li> <li>• Therapeutic post graduate qualification ( ideally in low level CBT)</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>• 2-4 years working therapeutically with children and young people</li> <li>• Experience of providing clinical supervision.</li> <li>• Experience of delivering informed supervision, ideally of practice related to emotional and mental health.</li> <li>• Experience of working in a community and/or educational environment</li> <li>• Evidence of clinical development</li> <li>• Collaborative working</li> <li>• Experience of effective engagement with families and carers</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leadership within Children and Young People clinical service areas</li> <li>• Experience of providing mentorship</li> </ul>

	<ul style="list-style-type: none"> <li>• Experience of organising team duties</li> <li>• Experience of inducting staff members to the area with confidence</li> <li>• Experience of working in a multi-disciplinary team.</li> </ul>	
<p><b>SKILLS &amp; APTITUDE</b></p>	<ul style="list-style-type: none"> <li>• Leadership and the ability to delegate and supervise staff</li> <li>• Recognition and escalation of risk, contributing to control measures</li> <li>• Planning workload, time management</li> <li>• Work under pressure and able to manage changing priorities</li> <li>• Understand need for evidence and statistical data collection, and achieving targets</li> <li>• IT skills</li> <li>• Team player and a dynamic personality</li> <li>• Multiagency/disciplinary working</li> <li>• Excellent communication skills and able to relate to children and young people</li> <li>• Innovative practice and ability to influence others</li> <li>• Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention</li> <li>• Visionary approach to managing change and transition</li> </ul>	

	<ul style="list-style-type: none"> <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 registration in core profession.</li> </ul>	