

Job Title:	Senior Mental Health Practitioner	
Job Grade:	F	
Reports To:	Team Leader	
Service Overview:		
Our Early Intervention and Targeted Support Services (EITSS) provide prevention, early intervention and targeted mental health and emotional wellbeing support for children, young people and families. Working across community and education settings, our locality based, skill mixed teams support children and young people experiencing mild to moderate mental health and emotional wellbeing difficulties. We provide timely, evidence based interventions and support that respond to individual need, helping children and young people to manage their emotional wellbeing, build resilience and develop the skills to stay well. EITSS works collaboratively with children, young people, families, education settings and partner organisations as part of a wider system of care. Through direct intervention, consultation, navigation and joined up working, we help ensure children, young people and families can access appropriate support at the right time while promoting informed choice and positive engagement with their care. Through accessible, flexible and child centred approaches, EITSS aims to improve mental health and emotional wellbeing, prevent difficulties from escalating and support children and young people to achieve positive outcomes within their families, education settings and communities.		
Job Purpose:		
The Senior Mental Health Practitioner will provide high quality, evidence based mental health support to children and young people experiencing mild to moderate mental health difficulties, working collaboratively with children, young people, families and professionals across education and community settings. The post holder will undertake assessments and hold a caseload, planning, delivering and evaluating a range of structured, therapy informed interventions. They will use outcome measures to support clinical decision making, respond appropriately to risk and safeguarding concerns, and help children, young people and families access the most appropriate support through effective navigation and contribution to the integrated Duty System. As a senior practitioner within the team, the post holder will provide specialist advice, consultation and training to colleagues and partner agencies and provide support and clinical supervision to Mental Health Practitioners and Emotional Wellbeing Practitioners. They will contribute to the		

development of evidence based practice and service delivery, ensuring work is undertaken in accordance with clinical governance requirements and professional standards.

Key Duties and Responsibilities:

1. Operational

- 1.1** Assess and deliver a range of structured evidence based interventions and psychoeducational tools to children and young people with mild to moderate mental health and emotional wellbeing needs.
- 1.2** Provide navigation support to children, young people and families to help them access the most appropriate service, including contributing to the delivery of an integrated Duty System.
- 1.3** Respond to identified risk and work within agreed risk management processes and procedures.
- 1.4** Act upon and escalate concerns and incidents, including disclosures relating to risk and safeguarding, in line with role and competency level.
- 1.5** Manage a caseload of children and young people with mild to moderate emotional wellbeing and mental health needs.
- 1.6** Maintain clear, accurate and professionally coherent records of activity in line with relevant health and education service protocols, using records and outcome data to inform clinical decision making.
- 1.7** Complete all requirements relating to data collection and contribute to the effective monitoring of service activity and outcomes.
- 1.8** Contribute to the development and provision of services for children and young people.
- 1.9** Provide specialist advice to colleagues and trainees and act as a positive professional role model.
- 1.10** Ensure interventions are evidence based and reflect developments within the relevant field of practice.
- 1.11** Contribute to the development of ideas and innovative practice and propose appropriate changes to service protocols and procedures.
- 1.12** Initiate and participate in service audit as requested by the Operations Manager or Service Manager.

- 1.13** Ensure risk assessments are completed, implemented and reviewed within each service user's programme of care, using agreed therapeutic approaches to deliver planned interventions.
- 1.14** Develop psychoeducation and evidence based intervention packages for group delivery within education settings.
- 1.15** Support the development of projects within children and young people's services as required.

2. Developing and Maintaining Relationships

- 2.1** Work in partnership with children, young people and families, partner organisations and education staff to support holistic, joined up care.
- 2.2** Attend multidisciplinary and multi-agency meetings as appropriate in relation to the health and wellbeing of children, young people and families.
- 2.3** Actively contribute as a member of the team and demonstrate Compass' values through professional practice.
- 2.4** Develop and sustain effective working relationships with partner agencies in accordance with relevant joint working arrangements and service level agreements.
- 2.5** Build strong links with colleagues and departments across Compass and develop effective relationships with colleagues working within other services.
- 2.6** Contribute to the development of sustainable partnerships, care pathways and shared professional expertise.
- 2.7** Provide specialist consultation, advice and training to colleagues within the service and professionals from partner agencies where appropriate.

3. Managing Resources

- 3.1** Provide support and clinical supervision to Mental Health Practitioners and Emotional Wellbeing Practitioners.
- 3.2** Provide clinical supervision to members of the team within the scope of the role and professional competence.
- 3.3** Support junior colleagues and trainees within the team, contributing to their professional development and safe practice.
- 3.4** Provide effective professional leadership to colleagues, supporting and encouraging positive practice and high quality service delivery.

- 3.5** Contribute to ensuring appropriate service cover throughout the year in collaboration with Team Leaders and the Service Manager.
- 3.6** Contribute to the support, supervision and training of volunteers, trainees and non paid staff.
- 3.7** Facilitate and delegate activities appropriately within the skill mixed team, in accordance with individual roles, responsibilities and competency levels.

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: Responsible for providing clinical supervision, professional support and guidance to practitioners within the team, including Mental Health Practitioners and Emotional Wellbeing Practitioners.

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Core professional and/or clinical qualification, for example EMHP, CWP, PMHW, Senior EMHP, Mental Health Nursing, Learning Disability Nursing, Occupational Therapy or Social Work.
- Evidence of continuing professional development.
- Postgraduate certificate in supervision or equivalent, or willingness to undertake.

Experience

- At least two years' experience of working therapeutically with children and young people.
- Evidence of clinical development in practice.
- Experience of effectively engaging with families and carers.
- Experience of risk assessment and management in the delivery of clinical services, including safeguarding.
- Experience of line management and/or delivery of clinical supervision.

Knowledge

- Knowledge and understanding of risk assessment and risk management within clinical services, including safeguarding.
- Understanding of the importance of evidence, data collection and achievement of service targets.

Personal

- Leadership skills with the ability to delegate appropriately and support colleagues.
- Ability to effectively plan and prioritise workload and manage time.
- Ability to manage changing priorities.
- Good IT skills.

- Able to work effectively as part of a team.
- Excellent communication skills with the ability to relate effectively to children and young people.
- Positive, flexible and adaptable approach.
- Solution focused and tenacious.
- Demonstrates a strong degree of personal integrity.
- Able to work flexibly as part of a team to meet service and business needs.
- Ongoing commitment to maintaining relevant professional registration requirements.

DESIRABLE

Qualifications

- Management or supervision training.
- Postgraduate qualification in a relevant discipline.
- Mentorship qualification.

Experience

- Experience of delivering Cognitive Behavioural Therapy informed supervision.
- Experience of inducting new staff members into the service or area.
- Experience of working within a community and/or education environment.
- Experience of organising team duties.

Personal

- Ability to analyse, evaluate and rationalise data and use this to support progressive models of service delivery and intervention.

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.