


Job Title:	Senior Mental Health Practitioner	
Service:	Derbyshire Early Intervention and Targeted Support Service (EITSS)	
Reports To:	Team Leader	

Service Overview:

Compass provide a range of prevention and early intervention services designed to promote good mental health and wellbeing, and to provide support to meet the mild to moderate mental health needs of children, young people and families (CYPF) in education and community settings across the country.

Compass deliver community Mental Health & Emotional Wellbeing (MH&EW) services and Mental Health Support Teams (MHST) across a wide range of geographical locations, including North Yorkshire, North East Lincolnshire, Barnsley, Wakefield, Coventry, Central & West Lancashire, Derby & Derbyshire & Birmingham.

Compass has a successful track record in delivering early intervention mental health and emotional wellbeing services that ensure CYP access the right help, at the right time, in the right setting thus avoiding CYPF being 'bounced' between services.

Our services 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 committed to developing innovative methods of engaging CYP.

In Derby and Derbyshire Compass provide a Mental Health Support Team in schools and Early Intervention and targeted Support Services (EITSS) within an integrated system of care providing early intervention, prevention and promotion for CYPF which aim to maximise CYPF capacity to manage their emotional wellbeing, sustain positive engagement in education and build the skills for staying well.

Service Structure:

Compass EITSS is comprised of an integrated locality-led skill mixed teams that work across local communities and education settings in a wider system of care and integrated with the MHST creating access to evidence based, effective and timely mental health and emotional wellbeing services designed to meet the needs of CYP from across the county.

The Operations Manager, working within the wider Compass team is typically supported by a Senior Administrator/s and Team Leader/s who provide oversight and local leadership to the skill mix team.

The EITSS team is further made up of a skill mix team of Emotional Wellbeing Practitioners, Family practitioners, Mental Health Practitioners and Senior Mental Health Practitioners from a range of clinical and non-clinical backgrounds working together to meet the varied needs of CYP

in education settings and communities across the county as two locality teams.

Job Role Purpose:

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

The care may include a variety of structured evidenced based interventions to CYPF children and young people and work with parents and teaching and professional staff on an individual and in a group setting. The post holder works collaboratively with CYPF 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 and contribute to the provision of an integrated Duty System.

Senior Mental Health Practitioners will also provide support and clinical supervision to Mental Health Practitioners and Emotional Wellbeing Practitioners and deliver evidence-based, therapy informed interventions to CYPF across Derby and Derbyshire. They will utilise their skills and knowledge of psychological therapies (e.g. Low Intensity CBT) to support CYPF with moderate mental health difficulties. Interventions will be delivered face to face where CYPF live their lives, remote delivery will also be offered where necessary or preferred by the CYPF.

They will be adept in undertaking assessments, planning, implementing and monitoring a range of interventions and will work collaboratively with CYPF incorporating the use of outcome measures within their work. This work will be in accordance with clinical governance processes and professional standards.

Key Duties and Responsibilities:

1 Service Delivery

- 1.1** Assess and deliver a range of structured evidence-based interventions and psychoeducational tools to CYP who have moderate mental health needs.
- 1.2** Provide navigation support to CYPF to ensure they are able to access the most appropriate service including the delivery of an integrated Duty System
- 1.3** Work in partnership with a range of stakeholders including CYPF, partner organisations and education staff to deliver holistic, joined-up care.
- 1.4** Respond to any identified risk and operate under clear risk management processes in line with locally agreed procedures.
- 1.5** Act upon and escalate concerns/incidents including disclosures regarding risk and safeguarding in line with role and competency level.

- 1.6** Practice, evidence and demonstrate an ability to manage a caseload of CYP with mild to moderate emotional wellbeing and mental health needs.
- 1.7** Attend multi-disciplinary/multi-agency meetings as appropriate in relation to the health and wellbeing of CYPFs.
- 1.8** Keep clear, professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making.
- 1.9** Complete all requirements relating to data collection.
- 1.10** To contribute to the development and provision of services to children and young people.
- 1.11** To provide specialist advice to other members of staff and trainees and act as a role model.
- 1.12** To ensure that interventions are evidence based and in keeping with changes in the field of activity
- 1.13** To contribute to the development of ideas and innovative practice and propose changes to protocols and procedures within the service.
- 1.14** To initiate and participate in departmental audit as requested by the Operations/Service Manager
- 1.15** 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
- 1.16** To develop psycho-education and evidenced based intervention packages for group delivery in the education setting.
- 1.17** To support the development of projects within the children's and young people's services as and when required.
- 1.18** Contribute to the support, supervision and training of volunteers, trainees and non-paid staff

2 Leading and Managing 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 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.

2.4 Provide clinical supervision to team.

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 Equalities Lead function.

4 Managing Self

4.1 Prioritise own workload within agreed objectives using 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 Equalities Lead area of work and supporting others in the development of their lead 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.

5 Training and Supervision

- 1.1 Continue to apply learning gained from any relevant professional programmes.
- 3.1 Prepare and present caseload information to supervisors within the service on a scheduled basis to ensure safe practice and the governance obligations of the practitioner, supervisor and service delivered.
- 3.2 Respond to and implement supervision suggestions by supervisors in practice.
- 3.3 Engage in and respond to personal development supervision to improve competencies and practice.

6 Professional

- 6.1** Ensure the maintenance of standards of own professional practice according to Compass policy and procedure.
- 6.2** Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
- 6.3** Ensure that confidentiality is upheld at all times in line with Compass policy.
- 6.4** Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact within the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
- 6.5** Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- 6.6** Keep all records up-to-date in relation to Continuous Professional Development and the requirements of the post.

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 – SENIOR MH PRACTITIONER - EITSS

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Core professional and/or clinical qualification e.g. EMHP, CWP, PMHW, Senior EMHP, nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work. • Evidence of continued professional development. • Post graduate certificate in supervision or equivalent (or willingness to undertake). 	<ul style="list-style-type: none"> • Management / supervision training • Post Graduate qualification in a relevant discipline. • Mentorship qualification
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • 2 years working therapeutically with children and young people. • Evidence of clinical development in practice. • Experience of effective engagement with families and carers. • Risk assessment and management in the delivery of clinical services (including safeguarding). • Experience of line management and/or delivery of clinical supervision 	<ul style="list-style-type: none"> • Experience of delivering CBT informed supervision • Experience of inducting staff members to the area with confidence. • Experience of working in a community and/or educational environment. • Experience of organising team duties.

SKILLS & APTITUDE	<ul style="list-style-type: none"> • Leadership and the ability to delegate and support staff. • Planning workload, time management. • Ability to manage changing priorities. • Understand need for evidence and data collection, and achieving targets. • IT skills. • Team player and a dynamic personality. • Excellent communication skills and able to relate to children and young people. • Positive attitude; flexible and adaptable; solution focused; and tenacious. • Has a strong degree of personal integrity. 	<ul style="list-style-type: none"> • Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention.
OTHER	<ul style="list-style-type: none"> • 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 professional registration requirements. 	

Compass values

The post holder must demonstrate all Compass values:

- **Integrity: An unstinting commitment to honesty and openness in all our activities.**
- **Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.**
- **Being Solution Focused: Responding quickly and flexibly to current and emerging needs.**

Role: Senior MH Practitioner Derbyshire EITSS

Owner: Operations: V 1 April 24

Next Review: May 2026

- **Consistent & Reliable Approach: Always delivering on our commitments.**

Safeguarding

The post holder must demonstrate and share our commitment to safeguarding by working proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

DBS checks

DBS checks will be undertaken 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.

Equality, Diversity and Inclusion (EDI)

We know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We expect all those employed or who volunteer to share our commitment.