

Job Title:	Supervising Practitioner	
Job Grade:	F	
Reports To:	Team Leader	

Service Overview:

Mental Health Support Teams (MHSTs) work with schools, colleges and education settings to support the mental health and emotional wellbeing of children and young people through prevention, early intervention and timely support.

The service helps children and young people experiencing mild to moderate mental health difficulties to access evidence based support at an early stage, promoting resilience, wellbeing and positive outcomes. Alongside direct work with children and young people, MHSTs work closely with education staff to strengthen whole setting approaches to mental health and wellbeing, helping to create supportive environments where children and young people can thrive.

The service delivers evidence based interventions, supports the development of effective whole school and college approaches to mental health, and works collaboratively with education settings, families and partner agencies to ensure children and young people receive the right support at the right time.

Through innovative, accessible and child centred approaches, MHSTs aim to improve emotional wellbeing, reduce barriers to learning and support children, young people and families to achieve positive outcomes.

Job Purpose:

The Supervising Practitioner works as an autonomous and accountable practitioner within a Mental Health Support Team (MHST), providing clinical supervision, professional support and practice development to Education Mental Health Practitioners (EMHPs) and trainees.

The post holder will hold a clinical caseload and deliver evidence based interventions to children and young people experiencing mild to moderate mental health difficulties within education settings. This includes undertaking assessments, developing and delivering interventions, managing risk and safeguarding concerns, and evaluating outcomes in line with professional standards and clinical governance requirements.

Working collaboratively with children, young people, families, education staff and partner agencies, the Supervising Practitioner will contribute to the development of whole school and college approaches to mental health and wellbeing. They will support service development, provide consultation and training, and help ensure high quality, safe and effective practice across the Mental Health Support Team.

Key Duties and Responsibilities:

1. Operational

- 1.1** Provide clinical supervision to Education Mental Health Practitioners (EMHPs) and trainee EMHPs in accordance with the relevant supervision framework and service requirements.
- 1.2** Hold a clinical caseload and undertake assessments, formulation, intervention and review of children and young people experiencing mild to moderate mental health difficulties.
- 1.3** Deliver evidence based interventions for children and young people presenting with mild to moderate mental health difficulties
- 1.4** Support practitioners in the delivery of evidence based interventions through supervision, consultation and case discussion.
- 1.5** Assess and manage risk, ensuring safeguarding concerns are identified, responded to and escalated appropriately in line with local safeguarding procedures.
- 1.6** Provide consultation and advice to education staff, parents, carers and partner agencies regarding children and young people's mental health and emotional wellbeing.
- 1.7** Support the delivery and development of Whole School and College Approaches to mental health and wellbeing.
- 1.8** Undertake clinical outcome monitoring and evaluate interventions to support service effectiveness and quality improvement.
- 1.9** Maintain accurate and contemporaneous records in accordance with service, professional and organisational requirements.
- 1.10** Contribute to audits, service evaluations and other quality assurance activities.
- 1.11** Participate in duty arrangements and operational requirements of the service.

2. Developing and Maintaining Relationships

- 2.1** Develop and maintain effective therapeutic relationships with children, young people and families.
- 2.2** Develop and maintain effective working relationships with schools, colleges, partner agencies and wider stakeholders.
- 2.3** Work collaboratively with education staff to support children and young people experiencing mental health difficulties.

- 2.4** Attend and contribute to multi agency meetings and discussions where appropriate.
- 2.5** Provide advice, guidance and support to colleagues, education staff and partner agencies.
- 2.6** Promote effective communication, partnership working and information sharing to improve outcomes for children and young people.
- 2.7** Act as an ambassador for Compass and promote the service positively with stakeholders and partner organisations.

3. Managing Resources

- 3.1** Manage and prioritise an allocated caseload to ensure safe and effective service delivery.
- 3.2** Manage supervisory responsibilities in line with service requirements and professional standards.
- 3.3** Ensure service activity, outcome measures and performance information are accurately recorded and reported.
- 3.4** Use organisational systems and resources appropriately and effectively.
- 3.5** Contribute to the effective delivery of service objectives and performance targets.
- 3.6** Support the efficient use of resources across the service.

4. Managing Self

- 4.1** Participate in regular clinical, caseload and management supervision.
- 4.2** Maintain professional registration and work within the standards and code of conduct of the relevant professional body.
- 4.3** Participate in continuing professional development and maintain up to date knowledge of evidence based practice, safeguarding guidance and relevant legislation.
- 4.4** Work within Compass policies, procedures, governance frameworks and professional standards.
- 4.5** Maintain appropriate professional boundaries at all times.
- 4.6** Recognise personal limitations and seek advice, guidance or escalation where required.

4.7 Take responsibility for personal wellbeing and professional resilience.

4.8 Contribute to a culture of reflective practice, continuous learning and service improvement.

Flexible Approach

- To undertake any evening or weekend working as required.

To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

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

5. In agreement with the line manager carry out such other duties as may be reasonably expected in accordance with the grade of the post.

Financial Responsibilities: None

People Responsibilities: The role does hold a requirement to carry out some clinical supervision of the EMHP's within the service.

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Qualified Education Mental Health Practitioner (EMHP) with post qualification experience
- Post Graduate Certificate in Supervision (EMHP Supervisor Course) or post qualification experience of working therapeutically with children and young people and willingness to undertake a Post Graduate Certificate in Supervision

Experience

- Two years' post qualification experience of working therapeutically with children and young people
- Experience of line management and/or delivery of clinical supervision

- Experience of organising team duties
- Experience of effective engagement with children, young people and families

Knowledge

- Knowledge of risk assessment and management in the delivery of clinical services, including safeguarding
- Knowledge of CBT informed supervision, ideally of practice related to education settings
- Knowledge of community and educational environments
- Knowledge of evidence based interventions for children and young people
- Knowledge of supervision frameworks and professional practice standards
- Knowledge of multi-agency and multidisciplinary working
- Knowledge of evidence and statistical data collection and achieving targets
- Knowledge of analysing, evaluating and rationalising data to support service delivery and intervention development

Personal

- Leadership and the ability to delegate and supervise staff
- Recognition and escalation of risk, contributing to control measures
- Planning workload and time management
- Ability to work under pressure and manage changing priorities
- IT skills
- Team player with a dynamic personality
- Excellent communication skills and ability to form positive working relationships with a range of stakeholders
- Innovative practice and ability to influence others
- Positive attitude, flexible and adaptable, solution focused and tenacious

- Has a strong degree of personal integrity
- Ability to work all year round
- Due to the nature of the role there is a need to travel to individual schools, which will require a driving licence and access to a vehicle (for individuals who cannot drive due to a disability, accessibility options may be considered)
- Ongoing commitment to maintain registration in core profession

DESIRABLE

Qualifications

- Evidence of continued professional development
- Management or supervision training
- Therapeutic postgraduate qualification or equivalent experience, in low intensity CBT
- Post Graduate qualification in a relevant discipline
- Mentorship qualification

Experience

- Experience of leadership within Children and Young People clinical service areas
- Experience of providing mentorship
- Experience of inducting staff members
- Experience of working in a skill mix team

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 staff to do the same:

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

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.

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.