

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

Service Overview:

Compass Mental Health Support Teams (MHSTs) 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

Job Purpose:

The post holder is responsible for supporting the development of the teams and embedding its services within defined education settings in Birmingham. 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.

Role:
Review:

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. Operational

- 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, coordinate 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 and 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 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 and risk management, promoting recovery and inclusion, and ensuring co production with service users, families, carers and 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 Mental Health Support Team.
- 1.10** To initiate and participate in departmental audit as requested by the Service Manager.

Role:
Review:

- 1.11** To participate in the Duty rota.
- 1.12** To actively contribute, where appropriate and in line with role and responsibilities, to safeguarding multi agency assessments, meetings and reports including Child and Family Assessments, Children in Need, Children Looked After and Child Protection.
- 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 or 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 user's 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 evidence based intervention packages for group delivery in the education setting.

Role:

Review:

- 1.25** To support the development of projects within the children's and young people's services as and when required.
- 1.26** To support Mental Health Leads and other educational staff to develop and embed Whole School Approaches through audit, pupil profiling and action planning.
- 2. Developing and Maintaining Relationships**
- 2.1** Be an active member of the team and reflect Compass' values.
- 2.2** Actively work towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements and Service Level Agreements.
- 2.3** Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
- 2.4** Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function.
- 3. Managing Resources**
- 3.1** Effectively lead staff in order to deliver results, inspiring others to be positive in their everyday practice and service delivery.
- 3.2** The post holder will be expected to support junior staff and trainees within the team.
- 3.3** Contribute to ensuring adequate cover for the service throughout the year in collaboration with Team Leaders and Service Manager.
- 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.

Role:
Review:

- 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.

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: None

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Core professional and/or clinical qualification e.g. EMHP, CWP, PMHW, Senior EMHP, arts therapists, nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work.
- Evidence of continued professional development

Experience

- 2 years working therapeutically with children and young people
- Experience of effective engagement with families and carers

Role:
Review:

- Risk assessment and management in the delivery of clinical services (including safeguarding).
- Evidence of clinical development in practice.

Personal

- 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.
- Possession of full UK driving licence and access to vehicle.

DESIRABLE

Qualifications

- Management / supervision training
- Post Graduate qualification in a relevant discipline.
- Mentorship qualification

Experience

- Experience of delivering CBT informed supervision
- Experience of line management and/or delivery of clinical supervision

Role:
Review:

- 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

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

Role:
Review:

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.

Role:
Review: