Job Title:	Assistant Education Mental Health Practitioner
Job Grade:	C
Reports To:	Team Leader

Compass

Services to improve health and wellbeing

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 led 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.

Job Purpose:

The Assistant Education Mental Health Practitioner is an active member of the MHST working with others to support the delivery of mental health and emotional wellbeing activities and to deliver positive outcomes for CYP in education settings with mild to moderate mental health needs. The post holder will also support the team with the delivery of Whole School Approach interventions.

Key Duties and Responsibilities:

1. Operational

1.1 As part of a skill mixed team support the delivery of emotional wellbeing activities to individual and/or groups of CYPFs including the provision of follow up appointments as directed by the Education Mental Health Practitioner (EMHP) and/or Supervising Practitioner (SP).

1.2 Disseminate public health information/initiatives as part of a whole team approach, including creating and distributing relevant resources.

1.3 Deliver a range of evidence-based brief interventions (i.e. brief advice, guided self-help, online workbooks, signposting) on a range of mental health and emotional wellbeing related issues under the direction of the EMHP and/or SP.

1.4 Assist with delivery of the WSA annual cycle including audits and action plans and support the wider team to deliver a range of WSA activities including psychoeducation groups, assemblies, workforce training.

1.5 Support the team duty worker in responding to general queries as per local operating procedures.

1.6 Support the delivery of drop-in or educational sessions both in schools and communities under the direction of the EMHP and/or SP.

1.7 Support the development and delivery of group sessions for CYPFs.

2. Developing and Maintaining Relationships

2.1 Be a proactive member of the team and reflect Compass' values.

2.2 Actively work towards developing and sustaining effective working relationships with schools, education settings and partner agencies in accordance with Joint Working Agreements/Service Level Agreements.

2.3 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise to promote effective information sharing.

2.4 Ensure all communications are received and dealt with in a courteous, sensitive and professional manner.

3. Managing Resources

3.1 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.

3.2 Complete all requirements relating to data collection.

3.3 Maintain accurate records in line with the Compass policies and procedures.

3.4 In conjunction with own 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.

3.5 Participate in regular supervision in accordance with professional guidelines.

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.

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

- BTEC higher diploma or foundation degree in relevant field or equivalent skills/knowledge and experience

Experience

- Minimum of one year of post qualification experience of working with children, young people and families
- Delivery of mental health/wellbeing advice and support to children, young people and their families

Knowledge

- Understanding of mental health and emotional wellbeing issues that affect children, young people and their families
- Child development and understanding behaviours
- Safeguarding children and adult's guidance and legislation
- Confidentiality, consent and mental capacity
- Data Protection guidance and legislation

Personal

- Ability to learn in a variety of settings and using a variety of learning methods
- Computer literate
- Excellent oral and written communication skills
- Excellent time management and organisational skills
- Access to own transport or evidence of ability to commute efficiently between community venues.

DESIRABLE

Experience

Role:
Review:

- Experience of working in an education settings

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.