


Job Title:	Mental Health Practitioner – 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 CYPF 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

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

Job Role Purpose

Working as an autonomous and accountable practitioner within a skill mix team, the MH Practitioner will provide supervision to Emotional Wellbeing Practitioners as well as providing advice and consultation support to professionals and education staff within a defined locality on a planned and routine basis and across the service contributing to a single integrated duty system for early intervention mental health services provided by Compass.

The post holder will hold a caseload and work therapeutically with CYP with mild to moderate mental health needs in educational settings and communities. This involves the assessment, planning, implementation and evaluation of the care for CYPF and direct delivery of structured evidence-based interventions. This work will be in accordance with clinical governance processes and professional standards.

The role of the Mental Health Practitioner is to improve access to high quality support to CYPF experiencing mild to moderate mental health & emotional wellbeing difficulties.

The post holder will deliver structured, 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 mild to 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 low level emotional wellbeing and/or mild to moderate mental health needs, including digital interventions.
- 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. Support and empower CYPFs, partners and education staff to make informed choices about the interventions being offered.

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- 1.5. Respond to any identified risk and operate under clear risk management processes in line with locally agreed procedures.
- 1.6. Act upon and escalate concerns/incidents including disclosures regarding risk and safeguarding in line with role and competency level.
- 1.7. Practice, evidence and demonstrate an ability to manage a caseload of CYP with mild to moderate emotional wellbeing and mental health needs.
- 1.8. Attend multi-disciplinary/multi-agency meetings as appropriate in relation to the health and wellbeing of CYPFs.
- 1.9. 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.
- 1.10. Complete all requirements relating to data collection.
- 1.11. Contribute to the support, supervision and training of volunteers, trainees and non-paid staff

2. Developing Effective 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/Service Level Agreements.
- 2.3 Take ownership and actively contribute to the development of sustainable partnerships and care pathways.

3. Training and Supervision

- 3.1 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.

4 Professional

- 4.1 Ensure the maintenance of standards of own professional practice according to Compass policy and procedure.
- 4.2 Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
- 4.3 Ensure that confidentiality is upheld at all times in line with Compass policy.
- 4.4 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.
- 4.5 Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- 4.6 Keep all records up-to-date in relation to Continuous Professional Development and the requirements of the post.

5 Managing Self

- 5.1 Prioritise own workload within agreed objectives using initiative.
- 5.2 Participate in regular supervision in accordance with Compass Policy.
- 5.3 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and guidelines.
- 5.4 In conjunction with own line manager, take responsibility for shaping and directing your assigned equalities themed lead area of work.
- 5.5 Participate in the Compass performance review process and respond to agreed objectives.
- 5.6 Take responsibility for own and others' health and safety in the working environment.
- 5.7 Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policies, procedures and guidelines.

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.



PERSON SPECIFICATION – MENTAL HEALTH PRACTITIONER

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Core professional &/or clinical qualification (e.g. EMHP, CWP, PMHW) with associated professional registration as appropriate. • Experience of working with CYPF facing mental & emotional health challenges 	<ul style="list-style-type: none"> • Youth Mental Health First Aid trained.
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • Experience of working therapeutically with CYP with mild to moderate mental health needs. • Experience of delivery of evidenced based psychological intervention for anxiety and low mood in children and young people. • Experience supporting CYPF to improve skills, knowledge & confidence in the self-management of mild mental health & emotional wellbeing issues. • Knowledge of safeguarding issues • Knowledge of capacity and consent issues including Gillick competence • Experience of working with children and young people, their families and others • Experience of working and liaising with a wide variety of agencies and stakeholders 	<ul style="list-style-type: none"> • Experience of monitoring and recording outcome measures for children’s emotional wellbeing • Experience of working in education, communities and/or social systems and environments, who may have conflicting priorities or agendas • Experience of working with looked after children • Experience of working with other vulnerable groups

SKILLS & APTITUDE	<ul style="list-style-type: none"> • Ability to carry out 1:1 therapeutic emotional wellbeing interventions with children • Ability to carry out 1:1 therapeutic emotional wellbeing advice and support with families • Ability to take appropriate action to mitigate or manage risk • Excellent oral and written communication skills • Excellent time management and organisational skills 	
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. • 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.
- 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-](http://www.gov.uk/disclosure)

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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.