

INSIDEOUT

Mental health
support team



Positive Minds,
Positive Futures

THE LINK CIC JOB DESCRIPTION

Title: Education Mental Health Practitioner (EMHP)

Location: Teesside

Employment Terms: 37.5 hours per week, Permanent

Service Area: Children, Young People and Families

Reporting to: Service Manager

Accountable to: Service Manager

Banding: Agenda for Change Band 5 (£27,005-£32,924) Full Time Equivalent
38 days (including Bank Holidays) Annual Leave entitlement, which will increase based on length of service.

The Link is a Middlesbrough based professional mental health and emotional wellbeing provider. We provide therapeutic services to children, young people and families across the North East including Redcar & Cleveland, Middlesbrough, Hartlepool, Stockton on Tees and Darlington. Our services include a wide range of workshops and training, therapeutic assessments, one to one therapeutic interventions including specialist therapies and Children and Young People Improving Access to Psychological Therapies (CYP IAPT) evidence-based therapies.

The Link, along with other voluntary and community sector providers have formed a partnership to create the South Tees Mental Health Support Team, also known as The InsideOut Team. The InsideOut Team are the Middlesbrough and Redcar Mental Health Support Team. We work with, and in schools, supporting children and young people experiencing mild to moderate mental health issues, through the whole school approach to mental health and wellbeing.

Job Purpose

The post-holder will work within the InsideOut Mental Health Support Team, as part of a multidisciplinary team, delivering, with supervision, high-quality; brief outcome focused evidence-based interventions for children and young people in an educational or community setting, who are experiencing mild to moderate mental health difficulties. These may include psycho-education, self-help and work with presentation such as anxiety and low mood. The postholder will also support staff in education settings to identify and where appropriate manage issues related to mental health and wellbeing.



The Link Redcar CIC

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Company No: 7635348 VAT No: 144 8508 03

Main Duties and Responsibilities

Key Deliverables

- Delivering evidence-based intervention for children and young people in education setting with mild to moderate mental health problems
- Helping children and young people within these settings who present with more severe problems to rapidly access more specialist services
- Supporting and facilitating staff in education settings to identify and where appropriate manage issues related to mental health and wellbeing
- Working with and within education environments to afford better access to specialist mental health services
- To support schools in developing strategies/activities to promote emotional well-being and positive mental health.
- To use the acquired skills, knowledge and abilities to deliver a service based within education settings that builds on and reinforces but does not replace those initiatives that already exist within these environments.

Therapeutic Assessment and Intervention

- Assess and deliver outcome focused, evidence-based interventions in educational settings for children and young people experiencing mild to moderate mental health difficulties, working at all times in collaboration with and giving respect to the education function of the setting in which the post-holder is deployed.
- Work in partnership to support children and young people experiencing mild to moderate mental health difficulties and their parents/carers, families and educators in the self-management of presenting difficulties.
- Work in effective, evidence-based partnership with children, young people, their families and their educators in the development of plans for the intervention and agreed outcomes.
- Support and empower children, young people, their parents/carers and families and their educators to make informed choices about the interventions being offered.
- Operate at all times from an inclusive values base, which recognises and respects diversity.
- Accept referrals within educational settings according to agreed local and national and local protocols.
- Undertake and record accurate assessments of risk and operate clear risk management processes in line with locally agreed procedures including the safeguarding protocols of the educational setting and Local Safeguarding Board guidance.
- Adhere to all regulations, processes and procedures within the educational service to which the post holder is attached within the educational setting where the post-holder working including (but not limited to) HR policies, training requirements, referral

protocols, and emergency procedures. Signpost referrals of children with more complex needs to a locally identified appropriate relevant service

- Through case management, supervision and any other relevant local pathway, escalate cases where the level of need or risk is beyond the scope of practice of the postholder.
- Provide a range of information and support for evidence based psychological treatments, primarily guided self-help.
- Practice, evidence and demonstrate an ability to manage one's own caseload in conjunction with the requirements of the team.
- Attend multi-disciplinary and multi-agency meetings relating to referrals or children and young people in treatment, where appropriate.
- 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.
- Complete all requirements relating to data collection.

Training and Supervision

- Continue to apply learning gained on the training program directly to practice.
- Prepare and present case load information to supervisors within the service on an agreed and scheduled basis to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competences and practice.
- To disseminate research and service evaluation findings in appropriate formats through agreed channels

Monitoring, Evaluating and Developing Service Provision

- Assist the line manager and colleagues in the monitoring, evaluation and development of the service with the tools and methodology provided for such.
- As appropriate, contribute to the development and learning of other service providers with regards to improving outcomes for children and young people within the service.
- Contribute to the setting of targets/action plans and work related to these, to assist service development.
- As appropriate, assist in the development and production of resources for the benefit of children and young people.
- Support children and young people to be involved as much as appropriate (according to age and understanding), with regards to involvement in the monitoring, evaluation and development of the service.

- In the absence of the line manager, assist in ensuring service delivery and development is maintained to a good and professional standard at all times.

Administration and Finance

- Contribute to the day to day administration and running of the service, including appropriate keeping of all records relating to the users of the service, administration and finance, security and confidentiality of information/communication.
- Share appropriate information with children and young people, staff and volunteers and other agencies in accordance with the rules of confidentiality and protection of data.

Work with Other Staff/Agencies

- To create and maintain effective working relationships with Headteachers, Deputy Heads, SENCO's, Pastoral Teams, mental health champions and wider teaching staff by providing advice and consultative support on emotional and mental health issues, and in relation to appropriate referral pathways for children, young people and families experiencing mild to moderate mental health difficulties.
- To liaise effectively with other local providers, including statutory, voluntary sector organisation and third sector organisations on behalf of the child, young person or family.
- To build effective working relationships with other local children's mental health providers including statutory and third sector CaMHS and support the development of pathways of support.
- Present the users of our service and the service overall in a positive and professional manner, not bringing the service into disrepute.
- As appropriate, represent the service and provide a positive service perspective at relevant inter-agency meetings (or other forms of joint working or training).
- Liaise with other staff and agencies to further meet the needs of children and young people in accordance with the service criteria, policies and procedures.
- Take part in the delivery of training (as appropriate), consultation with and guidance to, others, pertaining to the level of development.

Safeguarding

- Responsible for safeguarding children and promoting the welfare of children and young people at all times and operating within local policies and procedures.
- Under guidance and support taking appropriate safeguarding action to protect children and young people at risk of significant harm.
- Under guidance and supervision to identify and support families in accessing Early Help Services.

- To share appropriate information with parents/carers or other agencies regarding the child's wellbeing and progress keeping within the boundaries of Confidentiality and Information Sharing protocols.

A Professional and Ethical Service

- To maintain appropriate clinical notes and records in line with The Link Policies and Procedures.
- To undertake relevant Continuing Professional Development as required for the purposes of continued professional accreditation or registration and as identified through The Link's professional development and Appraisal system.
- To undertake clinical supervision and case management as per The Link's supervision policy and in line with the appropriate professional body.
- To work within The Link's GDPR and Information Governance policies and procedures.
- To ensure safe and secure working environment for self and others and to take action as necessary within Health and Safety and other guidelines.
- To adhere to all The Link's Policies, Procedures and Guidelines.
- To promote and value the rights, responsibilities and diversity of people using the service.
- Promote and act in accordance with the service action plans with regards to equal opportunity and non-discrimination.
- Undertake training, supervision and appraisal to provide a high standard of service in a learning, innovative and continuous personal development environment.
- To promote the safety of children and young people to further the aim of preventing abuse or the risk of abuse.
- To act in a professional manner at all times whilst representing the service.
- Undertake other duties and responsibilities as required from time to time, commensurate with the post.

Other

- Mapping/updating of existing local services for signposting and review/update existing service directory. Continue to welcome spotlight sessions for external providers during whole team meetings or attend their team meetings.
- Engage caseload to increase effective stakeholder participation in service design and delivery and increase attendance at participation events/groups.
- Regular promotion and marketing of children's mental health, prevention and early intervention linking in with local/national campaigns
- Work in partnership with The Link Charitable Trust

This job description is designed to identify principal responsibilities only. The post holder is required to be flexible in development of the role in accordance with changes in The Link's organisational objectives and priorities.

*****The work The Link carries out within the social sector is very much a social approach, therefore to ensure safe working practises our organisation works hard to continuously monitor and review our delivery model and ensures our workers have a protected caseload at all times *****



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