



Trainee Education Mental Health Practitioner (EMHP)

Job Description

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| Service: | <i>Wellbeing Services - Mental Health Support Team</i> |
| Job Title: | <i>Trainee Education Mental Health Practitioner (EMHP)</i> |
| Reports To: | <i>Team Leader – Mental Health and Wellbeing Service / Service Manager</i> |
| Location: | <i>Home-based, Exeter/Bristol University and education settings countywide</i> |
| Main Purpose of Post: <i>Briefly – what is the job there for and why is it being done? Please attach an organisation chart to show clearly, the department structure and where the job fits with this.</i> | |
| <p>This is a training role within the Children and Young People's Improving Access to Psychological Therapies Programme (CYP IAPT), delivered by Health Education England and partners to improve existing young people's mental health services working in the community.</p> <p>The postholder will:</p> <ol style="list-style-type: none"> 1. Work under supervision, as part of a team of Education Mental Health Practitioners, to deliver high-quality, brief outcome focused evidence-based interventions for children and young people with mild to moderate mental health difficulties 2. Support vulnerable and disadvantaged children and young people with emotional and/or mental health needs to rise above life's challenges, build resilience, achieve positive and sustainable outcomes 3. Attend all university-based taught and self-study days required by University and work in service for the remaining days using newly developed skills | |
| Main Responsibilities and Duties: <i>What needs to be done? – Describe the main responsibilities and duties required of the job. This should include responsibilities for the support or management of clients, employees, budgets, processes and equipment.</i> | |
| <u>THERAPUTIC SKILLS</u> <ul style="list-style-type: none"> • Assess and deliver, under supervision, outcome focused evidence-based interventions in educational settings for children and young people experiencing mild to moderate mental health difficulties. • Working in partnership to, support children and young people experiencing mild to moderate mental health difficulties; their families and educators in the self-management of presenting difficulties. • Work in partnership with children, young people, their families and educators in the development of plans for the specific intervention and agreed outcomes. • Support and empower children, young people, and families to make informed choices about the intervention. • Always operate from an inclusive values base, which recognises and respects diversity. • Undertake accurate assessment of risk to self and others. | |

- Adhere to the service referral protocols. Under supervision signpost unsuitable referrals to the relevant service, as necessary.
- Through close clinical case management supervision, escalate cases where the level of need becomes beyond scope, or more severe ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support for evidence based psychological treatments. This may include guided self-help. This work may be face-to-face, by telephone or via other media.
- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week in order to improve timely access and minimise waiting times.
- Attend multi-disciplinary meetings relating to referrals or CYP in treatment, where appropriate.
- Keep coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making. Complete all requirements relating to data collection.
- Assess and integrate issues relating to transitions, education, and training/employment into the overall therapeutic process.
- Within own degree of competence, continuously contribute to the development of individual, group clinical materials or training materials.
- Work within a collaborative approach involving a range of relevant others when indicated.
- Work in collaboration with children, young people, and communities to enhance and widen access.

TRAINING AND SUPERVISION

- Attend and fulfil all the requirements of the training element of the post including practical, academic, and practice-based assessments.
- Fulfil private study requirements to enhance learning and prepare assignments for examination for at least one day a week.
- Apply learning from the training programme to practice.
- Receive supervision from educational providers in relation to course work to meet the required standards.
- 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 and be involved in the evaluation of the course.
- Engage in and respond to personal development supervision to improve competences and practice.
- Disseminate research and service evaluation findings through presentations and supervisory discussions.

PROFESSIONAL

- Once qualified, you are expected to uphold professional registration with the Wider Psychological Professions register through either BPS or BABCP.

- Ensure the maintenance of standards of practice according to the employer and any regulating bodies and keep up to date on new recommendations/guidelines set by the relevant departments.
- Ensure that confidentiality policy is followed.
- Ensure that any identified risk or issues relating to the safety and wellbeing of everyone involved is fully communicated and shared with the appropriate parties to maintain individual safety and public interest.
- Ensure clear objectives are identified, discussed, and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep all records up to date in relation to Continuous Professional Development and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences/workshops in line with identified professional objectives.

GENERAL

- Contribute to the development of best practice within the service.
- Ensure a comprehensive understanding of the relevant safeguarding legislation, guidance and best practice.
- Maintain up-to date knowledge of legislation, national and local policies and procedures in relation to children and young people's mental health.
- All employees have a responsibility and a legal obligation to ensure that information processed is kept accurate, confidential, secure and in line with the Data Protection Act (2018), GDPR and relevant policies.
- It is the responsibility of all staff that they do not abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.
- This Job Description does not provide an exhaustive list of duties and may be reviewed in conjunction with the post holder considering service development.

Additional Information:

The postholder must be able to demonstrate commitment and enthusiasm towards Young Somerset's four core values:

- Putting Young People First
- Inspiring
- Collaborating
- Going further

An Enhanced DBS clearance is required as post holder will be working in close proximity to children. This post is exempt from the Rehabilitation of Offenders Acts.

The salary is £27,000 for 37 hours per week (pro rata for part time staff).

Holiday entitlement is 27 days, plus 8 Bank Holidays (pro rata for part time staff)

Education Mental Health Practitioners are required to take 50% of their annual leave entitlement during the school holidays.

| 1. Qualifications | |
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| Essential | Desirable |
| <ul style="list-style-type: none"> Minimum Level 5 qualification-please follow link for more information. https://www.exeter.ac.uk/study/postgraduate/courses/psychology/pgdip_licbt_cyp/ Good basic literacy & numeracy qualification at a minimum of level 2. Clean Driving Licence | <ul style="list-style-type: none"> Relevant degree/postgraduate degree (e.g. Psychology, Social Care, youth-related) Training or qualification in counselling, nursing, social care, occupational therapy or within a specific psychological therapy Experience of working in a clinical environment |
| 2. Work Experience | |
| Essential | Desirable |
| <ul style="list-style-type: none"> Relevant experience of volunteering or working with young people for a minimum of two years. Work as part of a team – provide effective contributions with internal/external multi-professional teams. Demonstrate high standards of written communication. | <ul style="list-style-type: none"> Experience of working with children or young people with mental health difficulties Worked in a service where agreed targets in place to demonstrating outcomes Experience of managing caseloads Trained and experienced in the use of risk assessments Experience of working in education |
| 3. Personal Knowledge | |
| Essential | Desirable |
| <ul style="list-style-type: none"> Knowledge of children & young people gained through academic study in child development, child wellbeing or mental health. An understanding of children and young people's mental health and how it may present. Experience of using IT systems Administration skills, including inputting and retrieving information from a computer system. Knowledge of the education system in England. Personal and time management skills | <ul style="list-style-type: none"> Knowledge of the issues relating to children and young people and the impact it can have on mental health Understanding of the need to use evidence-based psychological therapies and how this relates to this post Understanding of the importance of collecting feedback from children, young people, and parents. |
| 4. Personal Qualities | |

| Essential | Desirable | |
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| <ul style="list-style-type: none"> • High levels of enthusiasm and motivation • Excellent organisation, self-management and time management skills. • Excellent oral & written communication skills. • Ability to personally manage sensitive, traumatic and potentially emotionally distressing caseload. • Able to work under pressure and meet the physical requirements of the role (after where applicable reasonable adjustments have been made to account for disability or illness.) • Able to travel countywide between sites where children and young people may present (e.g. schools, community settings, home etc.) | <ul style="list-style-type: none"> • Commitment to contributing to the wider organisational aims and activities of Young Somerset | |

Required Competencies

Please read this section alongside the Young Somerset Competency Framework. This role requires the competencies at the following levels:

| 1. Leading and Deciding | |
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| 1.1 Deciding and initiating action | Desirable |
| 1.2 Leading and supervising staff | Less Relevant |
| 2. Supporting and Co-operating | |
| 2.1 Working with people | Essential |
| 2.2 Adhering to principles and values | Essential |
| 3. Interacting and Presenting | |
| 3.1 Relating and networking | Desirable |
| 3.2 Persuading and influencing | Less Relevant |
| 3.3 Presenting and communicating | Less Relevant |
| 4. Analysing and Interpreting | |
| 4.1 Writing and reporting | Desirable |
| 4.2 Applying expertise and technology | Desirable |
| 4.3 Analysing Components | Less Relevant |
| 5. Creating and Conceptualising | |
| 5.1 Learning and researching | Desirable |
| 5.2 Creating and innovating | Less Relevant |
| 5.3 Formulating strategies and concepts | Less Relevant |
| 6. Organising and Executing | |
| 6.1 Planning and organising | Desirable |
| 6.2 Developing results and meeting customer expectations | Desirable |
| 6.3 Following instructions and procedures | Essential |
| 7. Adapting and Coping | |
| 7.1 Adapting and responding to change | Essential |
| 7.2 Coping with pressures and setbacks | Essential |

| 8. Enterprising and Performing | |
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| 8.1 Achieving personal work goals and objectives | Essential |
| 8.2 Entrepreneurial and commercial thinking | Desirable |
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