



Brighter
Futures for
Children

brighterfuturesforchildren.org

Education Mental Health Practitioner (EMHP)

Job Description & Person Specification

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Job Information

Post Title	<ul style="list-style-type: none"> Education Mental Health Practitioner (EMHP) / Children’s Wellbeing Practitioner (CWP)
Reports to:	<ul style="list-style-type: none"> MHST Senior Educational Psychologist
Grade and Salary:	<ul style="list-style-type: none"> RG5 SCP 22 – 28 with Gateway at scale point 25
Location	<ul style="list-style-type: none"> Civic Centre, Reading
Conditions:	<ul style="list-style-type: none"> 37 hours per week
Direct reports to the post:	<ul style="list-style-type: none"> None

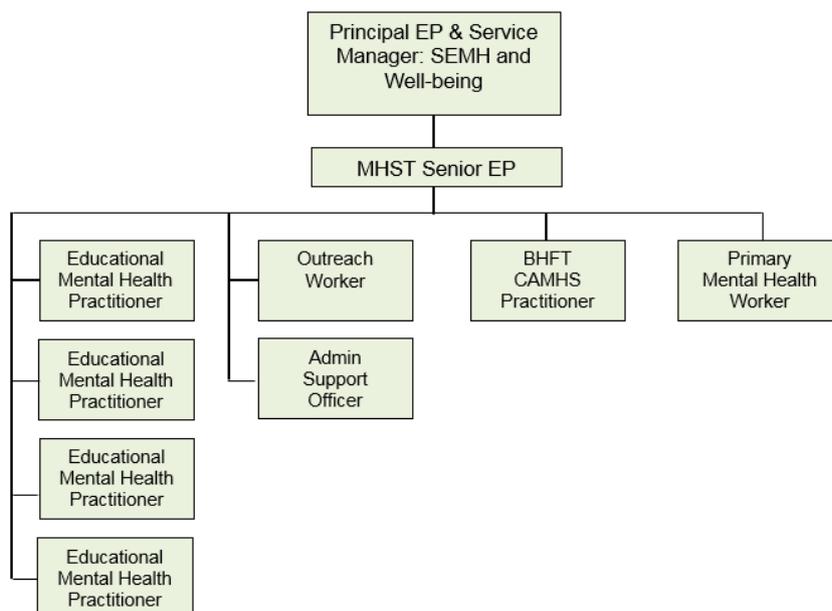
Job Purpose

Brighter Futures for Children is improving outcomes for Reading's children, young people and families.

We are an independent, not-for-profit-company, wholly owned by Reading Borough Council. Our responsibility is to deliver quality children's services, early help, education and Special Educational Needs and Disabilities (SEND) services in the borough.

In line with the Government’s priority to increase access and availability of mental health and wellbeing support for children and young people, the Education Mental Health Practitioner (EMHP) / Children’s Wellbeing Practitioner (CWP) role delivers evidence-based early interventions for children and young people in schools with mild to moderate mental health needs. The role is part of a multi-disciplinary Mental Health Support Team that services a cluster of secondary and primary schools in Reading.

Designation of Post within Company Structure



1. Your role

The post holder will be expected to work as part of a dynamic mental health team in a creative environment where evidence-based interventions, new ideas, ways of working and supporting children and young people are actively encouraged. This approach requires flexibility and adaptability, and above all a passion for working with children and young people in educational settings. The post-holder will employ a range of evidence-based interventions for common mental health problems via direct individual and group support. Support will also be provided to parents.

The post holder will be supervised and supported by experienced mental health practitioners, and will work closely with professionals supporting children and young people in care. The primary duties and responsibilities include:

- To work closely alongside a team of mental health professionals delivering a wide range of evidence informed interventions.
- To further develop and practice evidence-based skills to work directly with children, young people and families.
- To work directly in schools.
- To further develop and practice evidence-based skills to carry out holistic and child-centred mental health assessments, including risk assessments.
- To provide low intensity and brief interventions for common mental health problems and to support children and young people's wellbeing.
- To promote good emotional and mental health as everyone's business.
- To access and engage in professional and case supervision on a regular basis.
- To effectively manage caseloads, keep coherent records of clinical activity and complete all requirements relating to data collection.
- To carry out a variety of roles within the Mental Health Support Team
- Promote equality as an integral part of the role, treating everyone with fairness and dignity.
- Comply with BFFC's health and safety and safeguarding policies, procedures and rules, taking reasonable care of self and others.

Criteria to process through the Gateway

Gateway criteria – above plus

- Contributing to the development of whole school systems regarding mental health
- To take a lead in training others in children and young people's mental health
- To analyse data and contribute to research about children and young people's mental health within the borough

Brighter Futures for Children is a dynamic organisation which recognises the need to respond flexibly to changing demands and circumstances. While this job description provides a summary of functions and responsibilities of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post.

2. Relationships – who you will work with

Internal:

- Senior Educational Psychologist – MHST team lead
- Other members of MHST including EMHPs, Wellbeing Outreach

Workers, Primary Mental Health Worker, CAMHS specialist etc.

External:

Develop and promote strong partnerships with:

- Children, young people and their families
- Staff in MHST schools
- Professionals supporting children and young people

3. What your performance will be measured against

- Personal objectives set as part of your continuous professional development.

4. Your level of autonomy

- Required to work as part of a team as well as using own initiative to deliver objectives
- To access and engage in professional and case supervision on a regular basis.

5. Personal Attributes

- Confident
- Approachable
- Friendly
- Uses initiative and works well as part of a team
- Achieves deadlines

6. Scope of Job (Budgetary/Resource Control/Impact)

There will be daily contact with service users, and staff within BFFC and schools, in the course of providing support or carrying out various aspects of the role. There will be the opportunity for regular contact with the supervisor and planned monthly meetings. This post involves working with a range of different professionals, for example, Senior Educational Psychologists. The post holder will be working with vulnerable young people and must comply with local Safeguarding, Lone Working, and Data Protection policies.

All equipment and software must be used appropriately and competently and in accordance with BFFC policies and procedures. Effective team working is required at all times. The post holder may be required to work flexibly.

Special/Other Requirements/Responsibilities of this Post

Level of DBS check required for this post	Enhanced with a check of the barring list(s)
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If *, does the post require a check against the list of people barred from working with vulnerable adults?	YES
If *, does the post require a check against the list of people barred from working with children?	YES
What other security/safer recruitment clearances are required for this post? (excluding standard identity/work permit/education qualification checks)	NONE
Is this post “politically restricted”?	NO
Responsibility for Health & Safety:	YES level 1
Please specify responsibility for implementing the company’s risk management strategy as it applies to the service, ensuring risks to service delivery and specific projects or initiatives are recognised and that actions are taken and monitored to mitigate risks identified	N/A
Please specify any other Statutory Duties and/or responsibilities of this post not already covered in the “Main Duties & Responsibilities” above	N/A

Person Specification

Qualifications & Education

Essential:

- Successful completion of the HEE commissioned 1yr ‘Education Mental Health Practitioner’ or ‘Children’s Wellbeing Practitioner’ course

Desirable:

- A further relevant degree qualification, teaching qualification or relevant training in mental health

Experience

Essential:

- 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
- Experience of working with children and young people who have social, emotional and/or mental health difficulties

Desirable:

- Experience of monitoring and recording outcome measures for children’s emotional wellbeing



- Experience of navigating complex social systems and environments, which may have conflicting priorities or agendas
- Experience of working with vulnerable groups

Skills, Abilities & Competencies

Essential

- Knowledge and experience of working within educational environments
- Knowledge of safeguarding issues
- Knowledge of capacity and consent issues including Gillick competence
- Ability to carry out 1:1 therapeutic mental health interventions with children and young people
- Ability to carry out 1:1 therapeutic interventions with parents, carers and/or families
- Ability to conduct parenting programmes
- Ability to work within educational settings to increase mental health awareness within the staff group
- Ability to conduct mental health assessments of children and young people
- Ability to make an assessment of risk and to record and communicate it appropriately
- Ability to take appropriate action to mitigate or manage risk
- Enthusiastic, resilient, energetic and able to encourage and motivate others
- Ability to maintain strong professional boundaries
- Creative, innovative and able to think outside the box
- Full, clean driving licence and access to a car
- Able to work flexible hours as needed

Desirable:

- Ability to teach others about mental health issues
- Ability to conduct other group therapeutic interventions with children and their families

Additional Working Requirements

Essential:

- Job involves working with sensitive and confidential information about children and will be subject to an enhanced DBS check.