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| Job Title: | Mental Health Practitioner |  |
| Service: | Youth Justice Health and Wellbeing | |
| Reports To: | Team Leader | |
| Band | Clinician Scale A | |

Service Overview:

The North East Lincolnshire Mental Health Support Team (MHST) ensure that children and Young People (CYP) access the right help, in the right setting removing duplication and preventing CYP/Families being bounced in-between services. The Youth Justice Service ensures that those within the youth justice system have access to mental health and wellbeing services.

The Mental Health Practitioner will deliver support to Children and Young People (CYP) in contact with Youth Justice Services to access the right mental health and emotional wellbeing services at the right time and to promote mental health and emotional wellbeing.

The vision of the service will be to;

- Increase Children and Young People’s awareness of the impact of mental wellbeing.
- Divert ‘at risk’ children and young people away from offending.
- Positively contribute to the reduction of offending/re-offending.
- Improve young offenders’ emotional wellbeing and outcomes.

The Mental Health Practitioner will offer a range of interventions and brief intervention packages to meet the needs of the children and young people accessing the service.

The Mental Health Practitioner will contribute to the service to ensure that young people consistently receive high quality services that adhere to the best practice guidelines and achieve high professional standards. You will be responsible for contributing to the overall performance of the service to ensure that contractual output targets are achieved.

The Children and Young Peoples Criminal Justice Emotional and Mental Health and Wellbeing Service uses a hub and spoke model and has co-location within North East Lincolnshire Youth Justice Service.

Service Structure:

North East Lincolnshire Service MHST consists of a skill mix team located in one hub. The Team is led by a Service Manager and supported by a Senior Administrator. The skill mix team consists of a variety of professionals such as registered nurses, psychologists, social workers, education mental health practitioners (EMHP).

The Youth Justice team is headed by a Team Leader who reports into the Service manager. The team consists of the Team Leader, two wellbeing workers and this role.

Job Role Purpose:

To allow the postholder, with appropriate supervision, to work as an autonomous and responsible practitioner within the scope of their job description, to engage in the activities listed below and to use the acquired skills, knowledge and abilities to deliver a service based within the youth justice system that builds on initiatives which already exists within these environments.

- Deliver evidence-based intervention for children and young people in the youth justice setting with mild to moderate mental health problems
- Help children and young people within these settings who present with more severe problems to rapidly access more specialist services
- Support and facilitate staff within the youth justice setting to identify and where appropriate manage issues relating to mental health and wellbeing
- Work with and within Youth Justice environments to afford better access to specialist mental health services.

Key Duties and Responsibilities:

1. Therapeutic Assessment and Intervention

- 1.1. Assess and deliver outcome focused, evidence-based interventions in a variety of settings for children and young people experiencing mild to moderate emotional and mental health wellbeing issues.
- 1.2. Work in effective, evidence-based partnership with children, young people, their families and other agencies in the development of plans for the intervention and agreed outcomes.
- 1.3. Support and empower children, young people, their parents/carers and families and other agencies to make informed choices about the interventions being offered.
- 1.4. Operate at all times from an inclusive values base, which recognises and respects diversity.
- 1.5. Accept referrals according to agreed local protocols.
- 1.6. 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 service and Local Safeguarding Board guidance.
- 1.7. 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.
- 1.8. Signpost referrals of children and more complex needs to a locally identified appropriate relevant service.
- 1.9. Provide a range of information and support for evidence based psychological treatments, primarily guided self-help.
- 1.10. Practice, evidence and demonstrate an ability to manage one's own caseload in conjunction with the requirements of the team.
- 1.11. Attend multi-disciplinary and multi-agency meetings relating to referrals of children and young people in treatment, where appropriate.

- 1.12. Keep clear, professionally coherent records of all activity in line with service protocols and use these records and outcome data to inform decision making.
- 1.13. Complete all requirements relating to data collection.
- 1.14. Work within a collaborative approach involving a range of relevant others when indicated.
- 1.15. Contribute to the development of individual or group clinical materials or training materials, and in addition to develop such materials independently as falls within own degree of competence, and under direction of the wider team.

2. Training and Supervision

- 2.1. Apply learning gained on the training program directly into practice.
- 2.1. Prepare and present case load information to supervisors within the service on ascheduled basis to ensure safe practice and the governance obligations of the trainee, supervisor and service delivered.
- 2.2. Respond to and implement supervision suggestions by supervisors in practice.
- 2.3. Engage in and respond to personal development supervision to improve competencies and practice.
- 2.4. To disseminate research and service evaluation findings in appropriate formats through agreed channels.

3. Professional

- 3.1. Ensure the maintenance of standards of own professional practice and any relevant professional registration body.
- 3.2. Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
- 3.3. Ensure that confidentiality is always protected.
- 3.4. 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 individualsafety and the public interest.

- 3.5. Ensure clear objectives are identified, discussed and reviewed with supervisor andsenior colleagues on a regular basis as part of continuing professional development.
- 3.6. Participate in individual performance review and respond to agreed objectives.
- 3.7. Keep all records up to date in relation to Continuous Professional Development and the requirements of the post and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service deliverymodels/developments.

4. Other

- 4.1. This is not an exhaustive list of duties and responsibilities, and the postholder may be required to undertake other duties which fall within the grade of the job, in discussion with the manager.
- 4.2. This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
- 4.3. The post holder is expected to comply with all relevant Compass policies and procedures and guidelines, including those relating to Equal Opportunities, Health and Safety and Confidentiality of Information.

Key Working Relationships:

The post holder is required to build effective operational and sustainable partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include:

- Mental Health Support Team
- Line Manager
- Clinical Supervisor
- Local Mental Health Services
- Youth Offending Services
- VCSE
- Children's services
- Policing team

PERSON SPECIFICATION

| ESSENTIAL | |
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| QUALIFICATIONS | <ul style="list-style-type: none"> • Be a suitably qualified CYP Mental Health practitioner for example: <ul style="list-style-type: none"> ○ Qualified EMHP ○ CYP IAPT Qualification ○ Registered Social Worker ○ Registered Mental Health Nurse |
| SKILLS/COMPETENCIES | <ul style="list-style-type: none"> • Ability to carry out 1:1 therapeutic mental health interventions with children, young people and families. • Ability to work within a variety of settings to increase mental health awareness. • Ability to conduct mental health assessments of children and young people. • Ability to make an assessment of risk and to record and communicate appropriately. • Ability to take appropriate action to mitigate or manage risk. |
| KNOWLEDGE | <ul style="list-style-type: none"> • Knowledge of safeguarding issues. • Knowledge of capacity and consent issues including Gillick competence |
| PREVIOUS EXPERIENCE | <ul style="list-style-type: none"> • Experience of working with children and young people, their families and others. • Experience of working with children and young people involved with youth offending services. • Experience of working and liaising with a wide variety of agencies and stakeholders. |

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| SPECIALIST EXPERIENCE | <ul style="list-style-type: none"> • Experience of working with children and young people who have social, emotional and/or behavioural difficulties. • Experience of working/engaging with children and young people involved with youth offending services. • Experience of the delivery of specific therapeutic interventions to children, young people or their families (e.g. CBT, solution focused brief therapy). |
| SPECIFIC ATTRIBUTES | <ul style="list-style-type: none"> • Full enhanced and current satisfactory DBS disclosure for the role. • Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload. • Excellent oral and written communication skills. • Willingness to study further if required |
| PERSONAL QUALITIES | <ul style="list-style-type: none"> • Self-motivated • Able to travel to meet the requirements of the post. • Team player. • Excellent time management and organisational skills. • Able to meet the physical requirements of the role after reasonable adjustments have been made for any illness or disability. |
| DESIRABLE CRITERIA | |
| QUALIFICATIONS | <ul style="list-style-type: none"> • A further relevant degree qualification. |

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| SKILLS/ COMPETENCIES | <ul style="list-style-type: none"> • Ability to teach others about mental health issues. • Ability to conduct other group therapeutic interventions with children and their families. |
| KNOWLEDGE | <ul style="list-style-type: none"> • Knowledge of the functional operation of Children and Young People’s Mental Health and Emotional Wellbeing services teams. |
| PREVIOUS EXPERIENCE | <ul style="list-style-type: none"> • Experience of working with children and their families in a variety of settings. |
| SPECIALIST EXPERIENCE | <ul style="list-style-type: none"> • Experience of monitoring and recording outcome measures for children’s emotional wellbeing. • Experience of navigating complex 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. |
| SPECIFIC ATTRIBUTES | <ul style="list-style-type: none"> • Proven commitment to continuous professional development. |