



Star

STAR ACADEMIES

Nurturing Today's Young People, Inspiring Tomorrow's Leaders

SCHOOL MENTAL HEALTH PRACTITIONER

JOB DESCRIPTION

JOB PURPOSE:

To contribute to the development of a strong, effective school with an emphasis on promoting a culture of educational excellence, within a caring and secure environment enriched with the values of discipline, mutual care and respect which extends beyond the school into the wider community.

To be responsible for the strategic case management of pupils who need support managing their mental and emotional health, including the provision of therapeutic support; mental health assessments and recommendation of strategies; liaison with external agencies (e.g. CAMHS / Local Authority); co-ordinating the training and implementation of strategies to staff supporting the mental health of students in school; liaison with a senior leadership contact; forward planning and specific training of key pastoral team members.

JOB SUMMARY:

1. Deliver mental health and emotional wellbeing information, training and advice about mental health to staff and pupils.
2. Help staff and pupils identify mental health issues and seek help when appropriate, including assisting parents to put in place strategies to support their child(ren).
3. Offer assessment and signposting to statutory and non-statutory services when there is evidence of mental health need.
4. Assess and identify young people presenting mild to moderate mental health difficulties and deliver appropriate treatment or signpost to relevant external agencies for support and / or treatment.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

1. Main Tasks

- 1.1 Liaise with the SEND department and Pastoral team to ensure there is targeted support for individuals and information is shared appropriately where needed.
- 1.2 Liaise with other professionals including GPs and case manage all referrals. This will include direct contribution in tier 1 settings.
- 1.3 Engage and work directly with young people and their families where there are mental health difficulties offering a range of evidence based individual and group therapeutic interventions.
- 1.4 Develop and deliver evidence-based parenting programmes and to work in partnership with external agencies to provide support and develop parenting.

- 1.5 Act as an interface between universal first contact service for children and families and specialist CAMHS.
- 1.6 Undertake domiciliary home visits where clinically appropriate.
- 1.7 Advise and support teaching staff through the provision of key strategies and resources to develop effective teaching practice in respect of pupils on the caseload.
- 1.8 Maintain an up-to-date knowledge of developments, legislation, policy and strategy relevant to CAMHS provision and local services.
- 1.9 Maintain professional qualifications and registration through ongoing learning and development activities.
- 1.10 Support other staff in linked areas through the provision of supervision.
- 1.11 Participate in clinical supervision with trust central team colleagues.
- 1.12 Contribute to the development of school policy and practices in relation to mental health matters.
- 1.13 Attend relevant meetings on a regular and ad hoc basis both on site and off-site.
- 1.14 Provide training and development for both teaching and non-teaching staff.
- 1.15 Contribute to the wider objectives of the trust by working alongside and within the SEND Improvement Team.
- 1.16 Evaluate interventions and provide feedback to school management.
- 1.17 Develop and maintain the highest standard of clinical record keeping including electronic data entry, recording, report writing and professional self-governance.
- 1.18 Provide relevant statistics and data to nominated school contacts for the purposes of evaluating the success of the service and / or impact on pupils and their outcomes. To maintain the confidentiality and security of all data and records at all times.
- 1.19 The post holder may reasonably be expected to undertake other duties commensurate with the level of responsibility that may be allocated from time to time.

2 Other Responsibilities

- 2.1 Comply with policies relating to child protection, health and safety, confidentiality and data protection, reporting all concerns to a nominated person.
- 2.2 Help organise, and attend, parents' evenings for designated year team and support the running of open evenings, induction days and events for students and parents.
- 2.3 Undertake additional responsibilities for break and lunch, afterschool sessions including detention, intervention and any other sessions as required; cover LRC during school and afterschool, as required.
- 2.4 Promote the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.
- 2.5 Champion the Trust's values of 'Service', 'Teamwork', 'Ambition' and 'Respect'.
- 2.6 Contribute to the wider life of the Trust and the Star community.
- 2.7 Carry out any such duties as may be reasonably required by the Trust.
- 2.8 Be prepared to train as a First Aider.
- 2.9 Undertake other duties consistent with the scope of the post and within the competence of the post holder as required, in accordance with the Academy's aims and objectives.

3. Records Management

- 3.1 All staff who create, receive, and use records in the course of their job are responsible for ensuring that records are managed appropriately. It is therefore likely that this post-holder will have responsibility for record-keeping as part of the role. Employees are required to be conversant with the Trust's policies and procedures on records management.

This appointment is with Star Academies. The job description forms part of the contract of employment of the person appointed to this post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the terms and conditions outlined in the 'Star Academies Contract'.



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PERSON SPECIFICATION

No	CATEGORIES	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
QUALIFICATIONS				
1.	5 A*- Cs at GCSE including English and Maths.	E	✓	
2.	Degree / relevant professional qualification such as, Nursing, Clinical Psychology or Education Mental Health Practitioner.	E	✓	
3.	Evidence of Continuous Professional Development and up to date knowledge of legislation, national and local policies and issues in relation to the secondary school client base and mental health.	E	✓	
EXPERIENCE				
3.	Working with young people in an education setting.	E	✓	✓
4.	Providing pastoral support within an education setting.	E	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
5.	Ability to maintain positive relationships with students and other adults.	E	✓	✓
6.	Ability to speak in front of large groups of students and small groups of staff.	E	✓	✓
7.	Ability to work effectively and sensitively with a range of groups and individuals.	E	✓	✓
8.	Ability to prioritise, work quickly and accurately, particularly under pressure and to meet deadlines.	E	✓	✓
9.	Ability to work unsupervised, use own initiative and make appropriate decisions.	E	✓	✓
10.	Ability to address sensitive matters with a caring approach and appropriate confidentiality.	E	✓	✓

No	CATEGORIES	Essential/ Desirable	Assessed by:	
			App Form	Interview/ Task
11.	Specialist skills in establishing and developing therapeutic relationships with clients who may have limited understanding, be anxious, distressed and/or actively hostile in highly emotive situations. The role involves collaborative, engaging, empathic and reassurance skills. These may or may not involve specific therapeutic techniques.	E	✓	✓
12.	Strong verbal and written communication skills.	E	✓	✓
13.	Ability to converse in a number of additional community languages.	D	✓	✓
14.	Ability to use ICT confidently to communicate, review data and present information to others.	E	✓	✓
15.	Full UK driving licence is preferable.	D	✓	
PERSONAL QUALITIES				
14.	Commitment to working flexibly before and after school hours as required to promote the welfare of learners.	E	✓	✓
15.	Highly organised, literate and articulate.	E	✓	✓
16.	A passionate belief in the school's mission statement.	E	✓	✓
17.	A strong belief in the value of education in developing citizens.	E	✓	✓
18.	Highest levels of professional and personal integrity.	E	✓	✓
19.	A strong commitment to the personal, spiritual, social and health development of young people.	E	✓	✓
20.	Personal resilience, persistence and perseverance.	E	✓	✓
21.	Willingness to participate in further training and development opportunities offered by the school and county, to further knowledge	E	✓	✓
22.	A strong belief in the value of education in developing citizens.	E	✓	✓
23.	A passionate belief in the Trust's vision of 'nurturing today's young people, inspiring tomorrow's leaders'.	E	✓	✓
24.	A strong commitment to the Trust value of 'Service'.	E	✓	✓
25.	A strong commitment to the Trust value of 'Teamwork'.	E	✓	✓

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
26.	A strong commitment to the Trust value of 'Ambition'.	E	✓	✓
27.	A strong commitment to the Trust value of 'Respect'.	E	✓	✓
28.	The nature and demands of the postholder's time are not always predictable and there will be an expectation that work may be required outside normal hours from time to time.	E		✓
29.	Commitment to support Star Education Trust's agenda for safeguarding and equality and diversity.	E	✓	✓
30.	Sympathetic to and supportive of the Mixed Multi-Academy Trust Model and ethos of the Establishment.	E	✓	✓