

## **Job Description**

### **Mental Health Practitioner**

#### **REPORTING RELATIONSHIPS**

**RESPONSIBLE TO:**            **Director of Safeguarding, Wellbeing and Learning Support**

#### **CLIENT GROUP:**

Orchard Hill College and Academy Trust (OHC&AT) includes:

- A specialist further education (F.E) day college providing education courses to adults with severe/profound and complex learning difficulties and/or disabilities. There are 6 sites in total for the college.
- Schools for children with special education needs including physical disabilities, Autism, PMLD, MLD and social, emotional & mental health needs. OHCAT to provide a wellbeing pathway to schools and the college.

#### **JOB PURPOSE AND SCOPE:**

- To provide a high standard of clinically effective, person centered and evidence based assessment of wellbeing, and intervention to students with profound/multiple learning disabilities as well as physical disability/complex physical health needs and SEMH needs.
- To provide assessment planning and implementation of care and monitor the effectiveness of interventions.
- To support staff wellbeing, by developing and delivering on a regular basis a range of training for staff and line managers to promote health and wellbeing in the workplace.
- To support the Director of Safeguarding, Wellbeing and Learning Support in building a Wellbeing Pathway to support students and staff
- To provide support and supervision for mental health first aiders and assist with the development of safe and effective methods for mental first aid in the workplace
- To assist in the management, development and research of wellbeing
- To work with Innovating Minds, implementing use of the Edupod system throughout OHCAT
- To support project work i.e. Healing Together
- To support The Director of SG&WB in reviewing the effectiveness of the Healing Together work for the participating schools and college.
- To provide support and training to all staff as directed with regard to Wellbeing interventions and signposting.
- To comply with the College of Occupational Therapists Code of Ethics and Professional Conduct
- To work flexibly and travel to multiple sites as required, to include Orchard Hill College and Academy Trust and Affiliates' sites.

## **FUNCTIONAL LINKS:**

The Emotional Health & Wellbeing Practitioner will be expected to work in collaboration with allied professionals and will need to maintain links with a variety of bodies. These will include:

1. Students and their parents/carers and advocates
2. Staff of Orchard Hill College and Academy Trust and affiliates.
3. External and internal professionals working with students

## **DUTIES & RESPONSIBILITIES:**

### **Clinical- Wellbeing**

- To manage a caseload of individuals and maintain regular supportive contact to enable each person to assist them to achieve their goals.
- To demonstrate innovative and creative practice to engage with our students to enable emotional health improvement.
- To provide a high standard of clinical care ensuring safe and effective assessment and treatment using highly developed clinical reasoning skills and appropriate assessment tools
- To support staff with training and resources, and provide emotional wellbeing support, advice and consultation.
- To undertake joint risk assessments to determine appropriate management, specifically related to mental health and wellbeing.
- To plan interventions and training which aim at supporting wellbeing of students and staff.
- To liaise with all team members and family/carers in order to provide a co-ordinated approach and ensure wellbeing is integrated into students' and pupil's objectives that support learning, and skills for daily living.
- To monitor, evaluate and in order to measure progress and ensure effectiveness of wellbeing support
- To contribute to data collection, the writing and creation of reports, evaluation and record management to evidence progress and impact.
- To be actively involved in compiling activity programmes to support wellbeing to students and staff.
- To use IT and other alternative methods of communication to overcome barriers to communication e.g. simple clear language, makaton, symbols and photographs.

### **Administration**

- To manage time effectively, prioritising work as required.
- To complete and maintain accurate records
- To address issues of confidentiality, consent and sharing of information throughout assessment and intervention and clearly record in students' files.
- To participate in audit of safeguarding and wellbeing across the MAT

- Support input into policies and procedures for specialist area and propose changes to practises and procedures for own area.
- To be accountable for own professional action and recognise own professional boundaries, seeking advice as appropriate.
- To represent Orchard Hill College and Academy Trust as appropriate.

### **Professional**

- To be aware of the sensitivity required to work closely, effectively and in a professional manner with students, parents/carers, advocates, the multidisciplinary team, College and Academy staff, Community Services, PCTs and other professionals working with students
- To contribute to the development of best practice within the service.
- To respect the confidentiality, individuality, values, cultural and religious diversity of students and to contribute to the provision of a service sensitive to these needs.
- To undertake Orchard Hill College and Academy Trust induction programme and ongoing training, including Good Practice training and Protection of Vulnerable Adults and Child Protection training.
- To participate in staff meetings, individual planning meetings, department meetings and liaison meeting with other professionals.
- To promote awareness of the role of Emotional Health & Wellbeing Practitioner within the multidisciplinary team, all team meetings and with outside agencies.
- To maintain personal development through use of off-site and in-house training, contact and involvement with relevant special interest groups, attendance of in-service training, and review of literature as required.
- To maintain own clinical professional development (CPD) by keeping abreast of new developments within the profession and ensure that practice is based on best available evidence and that learning outcomes are recorded in a portfolio.
- To review and reflect on own practice and performance through effective use of professional and operational supervision and appraisal, audit and outcome measures as necessary to own work.
- To comply with the College of Occupational Therapists' and Health Professions Council's Code of Ethics and Professional Conduct.

### **General**

- To be aware and comply with Orchard Hill College and Academy Trust's Health and Safety Policy and Procedures and implement any policies that may be required to improve the safety of the work area, including the prompt recording and reporting of accidents and ensuring that equipment used is safe.
- To be aware of and comply with all other policies and procedures.
- To undertake such other duties of a similar nature from time to time as may be required by the Chief Executive Officer

### Notes

- Many of the students have complex physical disabilities and complex health needs. These include challenging behaviour and social, emotional and mental health issues.
- The post holder should be prepared to work in all the College centres, and schools within OHC&AT and at affiliates' venues and be willing to undertake competency development to work in various areas appropriate to the role of Emotional Health & Wellbeing Practitioner.

*This is not an exhaustive list of duties and responsibilities and the post holder may be required to undertake other duties that fall within the grade of the job, in discussion with the manager.*

*This content of the job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.*

*The post holder is expected to comply with all relevant Orchard Hill & Academy Trust policies, procedures and guidelines, including those relating to Equal Opportunities, Safeguarding Children and Vulnerable Adults, Health and Safety and Confidentiality of Information.*

## Person Specification

### Mental Health Practitioner

The person specification shows the abilities and skills you will need to carry out the duties in the job description. Short listing is carried out on the basis of how well you meet the requirements of the person specification. You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form. If you are selected for interview you may be asked also to undertake practical tests to cover the skills and abilities shown below.

<b>QUALIFICATIONS/EXPERIENCE</b>	<b>Priority</b>
Demonstrable experience of working with children and young people who have severe/profound and multiple learning disabilities	1
Degree or Graduate Diploma in Occupational Therapy / Psychology / Behaviour Therapy	2
UK HPC Registration	2
Significant experience of working within mental health or related service	1
Significant experience of assessing, developing, implementing and evaluating Interventions	1
Evidence of providing structured therapeutic interventions to individuals or in groups	1
 <b>ABILITIES, SKILLS &amp; KNOWLEDGE</b>	
Demonstrates an understanding of the factors and a knowledge of the issues relating to health, lifestyle and mental health in children, young people and adults and how it may present and the impact it can have on individuals	1
Demonstrates an understanding for the need to use evidence-based psychological therapies	1
Specialist knowledge of structured therapeutic interventions for individuals or in groups	1
Specialist knowledge of a broad range of psychological therapies	1
Good understanding of child, adolescent and young adult development and risk management of young people in crisis	1

Ability to interpret and critically analyse varied and complex information with the ability to formulate a proposed intervention plan	1
Ability to work effectively with others and foster good working relationships	1
Ability to review, write and contribute to policies and procedures for specialist Areas and in other areas of impact.	1
Proven ability to make judgements based on evidence based practice.	1
Demonstrates initiative and ability to work independently, able to problem solve and prioritise own and others work.	1
Ability to demonstrate effective management of a caseload of adults/children with severe/profound learning difficulties and/or disabilities.	1
Ability to communicate effectively with students, carers and other professionals.	1
Ability to operate effectively as part of a multi-disciplinary team.	1
Ability to instruct and support teaching teams in a range of techniques to support students within the class environment.	1
Ability to work closely with teaching staff in the identification of integrated learning and wellbeing related individual objectives.	1
Knowledge of evaluating outcomes of intervention and ability to critically appraise own performance.	1
Ability to demonstrate a commitment to and responsibility for own CPD (continuous professional development)	1
A commitment to promote the Equality and Diversity Policy, Safeguarding policies, Health and Safety Policy and other College policies.	1