

Role Profile

Job Title:	BICS Educational Mental Health Practitioner (EMHP) in training
Location:	Child & Family Early Help Hub
Department:	Barnet Integrated Clinical Services (BICS)
Directorate:	Family Services
Grade:	F
Salary Range:	£34,488 - £36,585
Reports to:	Clinical Manager

Job Purpose

- Implementing evidence-based interventions for mild to moderate mental health difficulties in educational settings for children and young people (CYP) from all communities, as part of the broader new and developing Mental Health Support Team (MHST)
- Under the direction of the Clinical Manager and clinical supervisor, work as a lead professional for cases where mental health issues are the primary reason for referral of the child or young person.
- Supporting education staff in identifying and managing mild to moderate mental health difficulties
- Collaborating with educational settings to enhance access to specialist mental health services
- To attend University based taught and self-study days required by the education provider, as specified within the agreed national curriculum.
- Assisting those with more severe presenting difficulties to more quickly access specialised services
- Under the direction of the Clinical Manager, work as a link practitioner in an agreed number of schools.

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Key accountabilities:

- Work under supervision delivering evidence-based interventions in educational settings for CYP with mild to moderate mental health difficulties, developing self-management skills for young people and their support networks
- Under supervision, undertake accurate assessments of risk to self and others
- Collaborate with supervisors to develop evidence-based skills, enabling collaboration with CYP and their families from all communities and educators to create intervention plans and agree on outcomes
- Demonstrate inclusive values, adhere to referral processes, engage in risk assessments, and manage one's caseload while participating in multi-disciplinary meetings and contributing to material development and data collection
- Show evidence in a variety of forms that at all times assessment and intervention is provided from an inclusive values base, which recognises and respects diversity.
- Understanding existing school initiatives for promoting students' emotional well-being for all students, including those from diverse communities;

Training and supervision:

- Complete the PG diploma at University College London/Anna Freud including practical, academic, and practice-based assessments, alongside private study to enable progression to a fully qualified EMHP.
- Apply learning directly to practice, receive practice tutoring, and regularly present case load information to supervisors for safe practice and in line with governance.
- Respond to supervisor feedback and engage in professional development.
- Participate in course evaluation, and disseminate service evaluation findings through presentations and discussions.
- Prepare and present case load information to supervisors within the service as well as the course on an agreed and scheduled basis, in order to ensure safe practice.
- **Failure to meet the requirements for the PG Diploma will result in the termination of the trainee's post in BICS.**

Professional responsibilities:

- Uphold professional practice standards aligned with the employer and Higher Education Institution, ensuring adherence to current recommendations and guidelines.

- Ensure that confidentiality is always protected.
- Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact with in the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest;
- Set, discuss, and review clear objectives with supervisors for continuous professional development, participating in individual performance reviews, keeping updated records for Continuous Professional Development, and attending relevant educational opportunities aligned with professional objectives.
- **In addition to applying for this role via Barnet, the applicants will also be required to apply and meet the eligibility criteria for the UCL training.**
- <https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/educational-mental-health-practitioner-pg-dip>
- On qualification as an EMHP, to apply for BPS/BABCP registration in order to remain employed by BICS.

Health and Safety Responsibilities:

- Ensure safe and efficient delivery of service by achieving high standards of health and safety reducing risk.
- Abide by Barnet's health and safety policy, associated arrangements for managing, and implement the manager's responsibilities set out therein.
- Complete mandatory health and safety training

The Council's Commitment to Equality:

- Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the workplace and in the services the council delivers.

Promotion of Corporate Values

- To ensure that service user care is maintained to the agreed standards according to the council's values. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

To ensure the appropriate level of confidentiality is maintained in all aspects of work.

Flexibility:

- In order to deliver the service effectively, a degree of flexibility is needed, and the post holder may be required to perform work not specifically referred to above.
- The post holder may be asked to work outside of normal working hours and/or at locations that differ from the primary place of work. Such duties, however, will fall within the scope of the post, at the appropriate grade.
- This Job Description is not meant as an exhaustive description of all aspects of your role as duties will vary according to the needs of the service. All such variations will be by reasonable request and agreement with your line manager and will be commensurate with the status and grading of the post.

Continuous Improvement:

- Staff employed by the Council are expected to play an active role in development and improving services to the benefit of service users.
- All employees are required to participate in the annual Personal Development Review activities and any associated training and/or learning opportunities.
- Those with supervisory responsibility are required to follow agreed BICS and LBB policies in respect of providing supervision.

Record Keeping and Confidentiality:

- All staff who contribute to the care records of children, their families and significant others involved in their care are expected to be familiar with and adhere to the Council's Standards of Record keeping. Care records are subject to regular audit.
- All staff who have access to care records have a responsibility to ensure that these are maintained efficiently, and that confidentiality is protected in line with the Council's Code of Confidentiality.

Systems and IT Skills Requirements:

- Staff need to have the essential IT skills in order to use the Clinical Information Systems and other IT systems in place as well as other required IT related applications in their jobs. Initial and on-going IT applications and IT skills training to be provided.

General Information:

This job description is intended as an outline indicator of general and specific areas of activity and will be amended in light of the changing needs of the organisation. To be reviewed in conjunction with the post holder as necessary and on a regular basis.

All employees are expected to adhere to the Council's Diversity & Equality and Health and Safety Policies.

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Barnet is committed to safeguarding and promoting the welfare of children and vulnerable adults and operates stringent safer recruitment procedures.

This role is subject to an enhanced DBS Check.

PERSON SPECIFICATION

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Location:	Child & Family Early Help Hub
Directorate:	Family Services
Grade:	F
Salary Range:	£34,488 - £36,585
Reports to:	Clinical Manager

Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
<p>Ability to study at Degree level Proven record of academic attainment Successfully secured a training place on EMHP course at UCL/Anna Freud Centre (PG Dip Educational Mental Health Practitioner)</p> <p>In addition to applying for this role via Barnet, the applicants will also be required to apply and meet the eligibility criteria for the UCL training.</p> <p>https://www.ucl.ac.uk/prospective-students/graduate/taught-degrees/educational-mental-health-practitioner-pg-dip</p> <p>On qualifying as an EMHP, to successfully apply for registration with the BPS/BABCP.</p>	Essential	Application
Skills/Competencies		
Demonstrates adaptability and a capacity to learn across diverse settings with diverse communities, using various learning approaches	Essential	Interview
Self-motivated as a learner, capable of independently structuring progress toward learning objectives, and adept at negotiating pathways to achievement in collaboration with supervisory teams	Essential	Interview

Displays a proficiency in transferable skills, fostering a flexible and dynamic approach to learning and goal attainment.	Essential	Application/Interview
Demonstrates high standards in written and verbal communication.	Essential	Application/Interview
Ability to personally manage a sensitive and potentially emotionally distressing caseload.	Essential	Interview
Ability to manage own caseload and time.	Essential	Application/Interview
Capacity to work well in teams.	Essential	Interview
Capable of accommodating travel demands associated with the role;	Essential	Application/Interview
Knowledge		
Knowledge of the educational system in England.	Essential	Application/Interview
Knowledge of child development, child wellbeing and/or mental health across a range of cultural backgrounds.	Essential	Application/Interview
Values & Behaviours		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		
Agile-I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Collaborative		

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<p>One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others</p>	<p>Essential</p>	<p>Interview</p>
<p>Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet</p>	<p>Essential</p>	<p>Interview</p>
<p>Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards</p>	<p>Essential</p>	<p>Interview</p>