

PERSON SPECIFICATION:

POST: EDUCATIONAL MENTAL HEALTH PRACTITIONER BAND 5

Attribute	Essential	Desirable	How Assessed e.g. application form, interview, test, in-tray exercise etc
Education / Qualifications	<p>Expertise within specialism, underpinned by theory Knowledge of mental health services and procedures gained through training for postgraduate certificate in mental health</p> <p>Eg Post Graduate Diploma in Educational Health Practice for Children and Young People (EMHP Qualification)</p> <p>Or qualification from PWP Training Course (Post Graduate Certificate or Level 3 undergraduate course) or an experienced and qualified Graduate Mental Health Worker with a Post Graduate Certificate in Primary Mental Health Care or equivalent.</p>	<p>Training in Nursing, Social Work, Occupational Therapy, Counselling or within a Psychological Therapy.</p> <p>Psychology or other Health related undergraduate degree.</p> <p>Psychology or other health related Postgraduate degree.</p> <p>BABCP accreditation.</p>	Application Form

Experience	<p>Experience of managing a caseload of children and young people with a range of mild and moderate mental health needs.</p> <p>Working within a community mental health setting.</p> <p>Experience of delivering evidence based psychological interventions.</p> <p>Experience of delivering group-based interventions.</p> <p>Experience of providing psychological interventions in Educational Settings.</p> <p>Experience of working with children and families and a hospital or community setting.</p> <p>Experience of working within mental health service.</p>	<p>Evidence of working in the local community.</p> <p>Experience of safeguarding vulnerable people.</p> <p>Working within an integrated multi-disciplinary environment and co-working with other teams within team meetings, case conferences and professional meetings.</p>	<p>Application form and Interview</p>
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Knowledge	Knowledge of mental health issues in young people.	Knowledge of the functional operation of specialist CAMHS teams.	Application form and Interview
	Knowledge of legislation and National policies in relation to mental health issues in young people.	Knowledge of the school's safeguarding procedures and who the Designated Safeguarding Lead, (DSL), is in each establishment that they work in.	Application form and Interview
	Child protection knowledge and implemented in practice.		
	Knowledge of CPA Processes.		Application form and Interview
	Understanding of how difficulties.		
	Understanding how difficulties can be maintained by the wider system and family.	Knowledge of Pennine care trusts Safeguarding policy	
	Working Knowledge of the educational system in England	Working knowledge and working relationship with CAMHS.	
	Knowledge of children and young people gained through academic study in child development, child wellbeing or mental health.	Low Intensity Interventions for low mood, worry/ anxiety	
	An understanding of mild to moderate mental health difficulties.	Working knowledge of the Whole School Approach to mental health.	
	An understanding of mental health in community settings.		
	An understanding of The Mental Health Act/Mental Capacity Act.		
	An understanding of Child Development.		
	An understanding of Safeguarding responsibilities and the importance of multi-agency working for children and families in the community.		
	Understanding of CYP-IAPT Principles including the use of Routine Outcome Measures.		

Skills And Abilities	<p>Ability to assess, plan and implement care programmes for young people with complex emotional and/or behavioural difficulties.</p> <p>Ability to observe, listen and communicate effectively, verbally and non-verbally with young people and their families. Insight into clients' perceptions and ability to empathise.</p> <p>Ability to use humour constructively.</p> <p>Effective communication skills.</p> <p>Ability to plan work of self</p> <p>Ability to recognise own limits and seek appropriate support.</p> <p>Ability to recognise own attitudes towards offending / challenging behaviours.</p> <p>Ability to recognise challenges of working within an inpatient environment.</p> <p>Flexible and innovative.</p> <p>Excellent oral and written communication skills.</p> <p>Self-motivated and willingness to learn and develop role.</p> <p>Team player</p> <p>Excellent time management and organisational skills.</p> <p>Can demonstrate skills in assessing and managing people / children and young people experiencing emotional and or mental health problems.</p> <p>Can demonstrate skills in assessing and managing risk in a variety of settings.</p> <p>Proven ability in assessing the needs and strengths of people and their carers.</p> <p>Ability to deliver a range of therapeutic techniques which can be incorporated into one to one and / or group interventions.</p>	<p>Proven commitment to Continuous Professional Development.</p>	
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Work Related Circumstances	<p>Use of a car or access to a means of mobility to travel across the Trust footprint in line with service needs.</p> <p>Willing to carry out all duties and responsibilities of the post in accordance with the Trust's Equal Opportunities and Equality and Diversity policies.</p> <p>Appointments to regulated and controlled activities require an enhanced DBS disclosure.</p> <p>Motivated to work in a newly developing and changing clinical environment, awareness and ability to apply Routine Outcome Measures to evaluate clinical interventions.</p>		
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