

# PROGRESS *your* CAREER



## MHST Locality Clinical Lead Band 8a

### Job Description and Person Specification

## Job Description

**JOB TITLE:** MHST Locality Clinical Lead (Clinical/Educational/Counselling Psychologist / CBT Therapist)

**BAND:** 8a

**RESPONSIBLE TO:** MHST Clinical Lead & MHST Educational Lead

**KEY RELATIONSHIPS:**

Internal	External
Own Team Line Manager MHST staff members SETCAMHS Teams HCRG Teams Assistant Director Corporate services	GP Collaborative Care Social Services Acute Hospital Schools NHSE Department of Education Training providers

The purpose of this job description is to outline the level of responsibility and accountability of this post. This will ensure that all work undertaken by our staff is clearly identified and carried out under clear lines of accountability.

### Aim of the role:

The expectation of this post holder will be to support their team, department and organisation to achieve the Trust's Values in their day to day work. These are the 5P's:

- Putting people first
- Prioritising quality
- Being progressive, innovative and continually improve
- Being professional and honest
- Promoting what is possible – independence, opportunity and choice

Mental Health Support Teams (MHSTs) are a new service designed to help meet the mental health needs of children and young people in education settings. The teams build on the support already in place from school counsellors, nurses, educational psychologists and the voluntary sector to support children with mild to moderate emotional wellbeing and mental health difficulties in school and will help children and young people with more severe needs to access the right support and provide a link to the NHS.

MHSTs are informed by the CYP-IAPT principles of accessibility, participation, evidence-based practice, accountability and awareness.

### EMHP Training:

The MHSTs within Essex are made up of Education Mental Health practitioners (EMHPs). The EMHPs will be trained over the course of a year to offer brief evidence-based interventions in the form of low intensity support and guided self-help to young people who demonstrate mild/moderate:

- Anxiety (primary and secondary school age)
- Low mood (secondary school age)
- Common behavioural difficulties (working with parents for under 8s)

### The post holder will achieve this by:

The Locality Clinical Lead will be responsible for the caseload management & supervision of MHST practitioners. The post holder will work with and support the MHST Operational Manager in developing teams and support across the Locality to support the delivery of EMHP skills and facilitate wider service transformation within the local children's mental health system.

The training, supervision and service experience will equip the MHST staff with the necessary knowledge, attitude and capabilities to operate effectively in an inclusive, value driven service. The MHSTs include:

- CYP-IAPT trainees and practitioners
- Senior Clinicians and Supervisors Education Mental Health Practitioners (EMHPs)
- Administrators
- Operational manager
- Assistant Psychologists

EMHPs attend university for a one-year training course as specified within the agreed national curriculum and work in the service. During the intensive training year the trainees will be in university for set taught days and for the remaining days of the week using their newly developed skills within placements, education settings, and undertaking clinical supervision. The post holder may be required to attend a post graduate certificate course in the Supervision of Therapeutic Practice dependent on previous experience and qualifications.

## Key Responsibilities:

The Locality Clinical Lead should:

- Have a current and in date professional registration with a regulatory body (e.g. ACP, UKCP, HCPC, BABCP)
- Have substantial experience (more than 2 years, post qualification) working therapeutically with children and families with mental health needs.
- In depth knowledge and experience of evidence-based practice with children and families (including CBT).
- Experience of providing and receiving supervision (including CBT-informed practice).
- Clinical experience and in-depth understanding of effective use of routine outcome measures.
- Enthusiasm for and knowledge of early intervention and prevention including low intensity support for emotional wellbeing and mental health difficulties in an education context.
- Knowledge of evidence-based interventions for low mood, self-harm, anxiety and common behaviour difficulties in young children in education settings.
- Knowledge and understanding of whole school approaches to emotional wellbeing and mental health.
- Experience of providing consultation in education settings.
- Experience of service development and multi-disciplinary and multi-agency working.
- Hold evidence of ongoing continuing professional development in a relevant subject.

## Clinical Skills

- To oversee the assessment, formulation and intervention plans for children, young people and families being supported by the MHSTs drawing on a range of psychological theories and guided by evidence-based practice.
- Working in partnership with schools to support children, young people and families in the context of mild to moderate mental health difficulties, to work towards agreed goals.
- To support and empower children, young people and families to make informed choices about their care.
- To demonstrate cultural competence and operate at all times from an inclusive values base which recognises and values diversity.
- To work with referrals within agreed national and local protocols, including signposting and referrals to other agencies.
- To undertake accurate assessment of risk to self and others.
- To be able to design, adapt and modify clinical materials (e.g. guided self-help interventions, group content) to meet the needs of different clinical populations for approval of the senior team (e.g. SEN, ASC).
- Through close case management and supervision, escalate cases where the level of need becomes beyond scope, or more severe, ensuring adherence to other relevant elements of service delivery.
- Provide a range of information and support to schools for evidence-based psychological treatments in a variety of medias.

- Adhere to an agreed activity contract relating to the overall number of children and young people contacts offered, and sessions carried out per week to improve timely access and minimise waiting times.
- Keep accurate records of all activity in line with service protocols and use these records and outcome data to inform decision-making. Complete all requirements relating to data collection.
- Assess and integrate issues relating to transitions, education and training/employment into the overall therapeutic process.
- Work using a collaborative approach involving a range of relevant others when indicated
- Work in collaboration with children, young people and communities to enhance and widen access to support health promotion.
- To provide some joint specialist mental health assessments and interventions for schools, parents, children and young people with the EMHP supervisees. The interventions and supports offered will be based on the low intensity evidence based interventions for the treatment of low mood, anxiety, and behaviour problems.
- To provide reports and communicate in a skilled and sensitive manner concerning the assessment, formulation and treatment plans of clients.
- To support MHST staff to liaise with other education, health, social care and voluntary sector staff from a range of agencies, in the care provided to clients.

## Leadership

- To participate in the development of an effective team and the development of productive working relationships throughout the Trust.
- To actively promote integrated health professional working internally and externally.
- To facilitate the development of a positive and supportive team culture by taking responsibility for dealing effectively with potential conflict.
- To take an active interest in working parties and groups within the Trust to develop and improve on service delivery, protocols and guidelines.
- To participate in the audit process, linking in with the clinical governance agenda.
- To advise, encourage and share knowledge utilising the latest research and practice development, through literature and peer reviews.
- To provide high quality supervision and support to EMHP practitioners including senior clinicians/supervisors (Band 7).
- To judge when the EMHPs are able to work independently with specific clients and interventions.
- To liaise with the training institution regarding trainee EMHPs.
- Co-develop a supervision contract with EMHPs
- To induct EMHPs appropriately using supervision, including looking at data and videos in supervision where appropriate.
- Work with the operational manager to support any conduct or capability issues, both formally and informally



## **Administration**

- To be computer literate and encourage implementation of the Trust's IM&T Strategy.
- To ensure accurate recording of actions, and updating patient's records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the caseload.

## **Communication**

- To have a wide range of knowledge in approaches to communicating and managing patient care.
- To be able to effectively communicate with colleagues, peers, senior managers and clinical leads within the Trust.
- To be able to communicate complex patient related information facilitating positive outcomes and ensuring collaborative working.

## **Training**

- Attend and fulfil any requirements of the training element of the post including practical, academic and practice based assessments. This would include reviewing videos and case reports of the EMHPs where appropriate.
- Support MHST staff in the co-delivery of training sessions. This will include; attendance at practice skills sessions, involvement in formative feedback sessions with teaching staff, and co-production of elements of the curriculum.
- Apply learning from the EMHP training programme to practice either directly or through the EMHPs.
- Receive supervision and guidance from educational providers in relation to course work to meet the required standards.
- To continue to develop skills in the area of professional teaching, training to multidisciplinary teams and partner agencies (education, social care).
- Prepare and present case load information to the Clinical Lead (8b) within the service on an agreed and scheduled basis, in order to ensure safe practice and the governance obligations of the trainees (EMHPs), supervisor and service are delivered.
- Respond to and implement supervision suggestions by supervisors in practice.
- Engage in and respond to personal development supervision to improve competences and practice.

## **Specific tasks directly related to the post**

### **Service Development Management and Policy**

- To support the strategic and practical development of the MHST initiative within the service and wider children's mental health system, under the direction of the Clinical Lead, Education Lead & Head of Service.

- To manage and screen referrals into the MHST.
- To support the operational manager to manage the day-to-day running of the MHSTs.
- To regulate and manage the case load of staff within the MHSTs.
- To take a lead in monitoring clinical outcomes and activity data.
- To assist the Operational Manager by undertaking delegated routine team based functions, as required, such as: chairing meetings, overseeing evaluations/audits.
- To advise both service and professional management on those aspects of the service where psychological and/or organisational matters need addressing.
- To be involved, as appropriate, in the recruitment, short listing and interviewing of staff within the MHSTs.
- To attend, as required, a range of interagency meetings to represent the service, in a delegated role, offering guidance, where appropriate, ensuring that issues relating to the service are noted and brought to the attention of service managers/leads.
- To assist, in the integration and development of user participation, outcomes measures, and evidence based treatment approaches in line with the wider SETCAMHS strategy for service improvement.
- To initiate and oversee service development, such as joint working with other agencies and developing new interventions within the service.
- To ensure that MHSTs are covered by the clinical governance arrangements for the service. This would include reviewing policies relating to risk management and sole working and ensuring that these policies are adhered to by the EMHP workforce.

## **Service Evaluation and Research**

- To utilise theory, evidence-based literature and research to support evidence based practice in individual work and work with other team members.
- To undertake EMHP/MHST project management, including audit and service evaluation, with colleagues within the service to help develop and evaluate service provision Work with Operational Managers to ensure outcomes data is collected.

## **Additional Information**

Additional information about protocols and guidelines while working at NELFT are outlined in [this document](#).

### Key Performance Indicators (KPI) and Objectives

Each individual and service will be set KPIs and achievement against these will be regularly reviewed. Performance against individual and service KPI's will be routinely monitored by your manager.

### Review of this Job Description

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

### Other Duties

There may be a requirement to undertake other duties as may reasonably be required to support the Trust. These may be based at other Trust managed locations.

Date last reviewed: March 2024

Date to be reviewed: March 2024



## Person Specification

Please note if you do not meet all the criteria listed in the person specification, we encourage you to still apply and development needs can be discussed at the interview.

Demonstration of Trust Values	Essential	Desirable	Measurement
<ul style="list-style-type: none"> <li>Putting people first</li> <li>Prioritising quality</li> <li>Being progressive, innovative, and continually improve</li> <li>Being professional and honest</li> <li>Promoting what is possible, independence, opportunity, and choice</li> </ul>	✓		Application Form Interview

Qualifications	Essential	Desirable	Measurement
NVQ level 2 or equivalent standard of literacy and numeracy	✓		Application Form
Hold a current and in date core professional registration in Clinical / Educational / Counselling Psychologist, CBT Therapist or Family Therapist	✓		Application Form
Professional training in an evidence-based therapeutic approach applicable to working with children, young people and families.	✓		Application Form

Experience	Essential	Desirable	Measurement
Minimum two years post-qualification experience	✓		Application Form
Experience of supervising CYPMHS clinicians and trainees	✓		Application Form
Experience of working with evidence-based approaches to low mood, anxiety and behaviour problems	✓		Application Form Interview
Experience of using Routine Outcome Measures	✓		Application Form
Experience of working with children, young people and parents presenting with a range of mental health difficulties and challenging behaviour	✓		Application Form
Assessment, formulation and treatment of children and young people with mental health difficulties	✓		Application Form
Experience of undertaking delegated leadership tasks and managing trainee staff effectively	✓		Application Form Interview
Experience of multidisciplinary and multiagency working and co-working assessments and treatment	✓		Application Form Interview
Ability to develop, manage and lead on outcomes data and data reporting for the service	✓		Application Form Interview

Experience of providing a culturally competent service	✓		Application Form Interview
Contributing to multidisciplinary team meetings and co-working assessments and treatment within clinic-based and education-based settings	✓		Application Form Interview
Experience in responding to safeguarding concerns	✓		Application Form Interview
High level knowledge of the theory and practice of evidence-based psychological interventions including CBT	✓		Application Form Interview
Skills in the assessment of mental health factors for young children and their parents	✓		Application Form Interview Assessment
Experience of delivering support and consultation to other professional groups (e.g. teachers)	✓		Application Form Interview Assessment
Experience of working with other agencies outside of the NHS e.g. schools		✓	Application Form Interview Assessment
Experience of working with Health Visitors, Family Support Workers, SENCo, Teachers and Social Workers.		✓	Application Form Interview Assessment
Experience of whole school approaches to emotional wellbeing and mental health		✓	Application Form Interview Assessment

Knowledge	Essential	Desirable	Measurement
An awareness of NHS priorities	✓		Application Form Interview Assessment
High level knowledge of the theory and practice of evidence-based psychological interventions including CBT	✓		Application Form Interview Assessment
Skills in the assessment of mental health for children young people and their parents	✓		Application Form Interview Assessment
Ability to work autonomously	✓		Application Form Interview Assessment
High level skills in working with professional networks and the ability to advocate for and advance the mental health needs of parents and their children	✓		Application Form Interview Assessment
Ability to chair team meetings, undertake delegated management tasks and support the Clinical & Strategic Lead and Operational Manager in general team tasks/development as required	✓		Application Form Interview Assessment
Ability to form excellent working relationships with colleagues and work flexibly with others in multidisciplinary and multi-agency settings	✓		Application Form Interview Assessment

Ability to identify and employ mechanisms of clinical governance as appropriate, to support and maintain clinical practice	✓		Application Form Interview Assessment
Knowledge and skills in effective communication, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS (e.g. schools)	✓		Application Form Interview Assessment
Effectively manage a clinical caseload, complete outcomes measures routinely, update clinical records in line with team, service and Trust requirements	✓		Application Form Interview Assessment
Knowledge of the relevant clinical research literature and ability to apply it to field of parent/child mental health for each service area	✓		Application Form Interview Assessment
Knowledge of legislation in relation to the client group and mental health, education and the Children Act and Child Protection	✓		Application Form Interview Assessment

Skills	Essential	Desirable	Measurement
Ability to form good working relationships and work flexibly with others in multi-disciplinary and multi-agency settings	✓		State measurement i.e. Application Form Interview Assessment
Ability to apply psychological theory to understand complex interpersonal/organisational situations and to guide actions.	✓		State measurement i.e. Application Form Interview Assessment
Basic awareness of IT and IT skills	✓		State measurement i.e. Application Form Interview Assessment

Other	Essential	Desirable	Measurement
To be able to travel efficiently throughout the area	✓		Application Form Interview
To be aware and demonstrate the Trust Values	✓		Application Form Interview
Interest and ability to contribute to the MHST service development	✓		Application Form Interview
Ability to teach and train others, using a variety of multi-media materials suitable for presentations with clients and /or professionals	✓		Application Form Interview



Confident speaking with a range of audiences in different settings including education settings	✓		Application Form Interview
Motivated and innovative	✓		Application Form Interview