

## Role Description

# School Mental Health Specialist



<b>Pay Range</b>	<b>Band G</b>
<b>Responsible for:</b>	
<b>Responsible to:</b>	<b>Associate Senior Leader</b>

### Main Purpose of Post

- To support the Associate Senior Leader in implementing a Trust approach to mental health and emotional wellbeing and in providing specialist mental health services
- To deliver therapeutic services for children and young people in the Maltby Learning Trust schools and to work flexibly with individual schools to identify need and shape provision
- To provide the flexibility to offer specialist support to staff members and parents/carers
- To be a champion in promoting and safeguarding the mental health and emotional wellbeing of students, staff and parents/carers within the MLT

### Key Areas of Responsibility:

#### Objectives

- To champion positive mental health and emotional wellbeing across the Maltby Learning Trust
- To ensure that Maltby Learning Trust is supported in safeguarding the mental health needs of students as well as adults within the community
- To promote positive and sustainable links between children, their families and the Learning Trust
- To ensure that professionals working with children are supported with their learning needs in respect of mental health and wellbeing
- To liaise with professionals from external agencies to ensure the safety and wellbeing of young people in the Trust
- To assist the Associate Senior Leader to shaping training for safeguarding, mental health and employee wellbeing at Maltby Learning Trust

#### Strategic Development

- To support the Associate Senior Leader in ensuring that mental health provision for the Trust keeps pace with current learning in the mental health field
- To support the Associate Senior Leader in modelling provision which is informed by school systems, aligns with school priorities and reflects the inclusion agenda
- To support the Associate Senior Leader to develop a flexible needs-led service provision within the Maltby Learning Trust
- To ensure good practice by promoting and championing mental health and wellbeing across the Trust

#### Operational / Day to Day

- To manage own caseload in line with ethical guidelines, including clear and concise notes, recording of outcomes and database entry.
- To work in partnership with pastoral teams in the Trust to provide professional expertise, advice and guidance to staff in respect of mental health and wellbeing issues
- To maintain confidentiality at all times but to recognise when issues relating to safeguarding override this, and share information appropriately with safeguarding officers
- To work as a core member of the Rotherham MAST provision, contribute to peer supervision and to participate in CPD opportunities.

## Support for Students, Staff and Parents /Carers

- To work flexibly according to the cognitive needs of individual children and young people and to employ age related techniques to enable them to explore feelings, express emotions, develop increased self-esteem and emotional resilience
- To deliver 1:1 and/or group mental health interventions for students
- To liaise with parents/carers as appropriate in the therapeutic process without compromising the relationship between practitioner and child
- To understand and support the mental health needs of parents/carers as appropriate, applying principles relating to a solution focused, multi-systemic approach
- To provide counselling support and/or supervision to staff members within MLT on either a drop-in basis or time-limited programme of support
- To respond to emerging training needs within the field of SEND and SEMH and work creatively to produce training material which is adaptable for a range of learners
- To liaise with external agencies, including social care, to ensure best possible outcomes for children and young people
- To represent Rotherham MAST/MLT at appropriate multi-agency and learning community meetings as required

## **Compliance**

- Where relevant, keep abreast of statutory and regulatory guidelines within area of responsibility and ensure line managers and leaders are kept up to date so that systems and processes secure compliance.
- To contribute to policy formulation and strategic direction of area of responsibility.
- To promote and safeguard the welfare of students and other adults within the Learning Trust by adhering to all statutory and associated work place policies.
- To ensure compliance through highly effective quality assurance and evaluation.

## **Leading People and Managing Performance**

- To lead and develop staff within the team to deliver high quality performance, ensuring that effective performance management arrangements are in place.
- To ensure that teams have a clear structure, roles and responsibilities and work in an integrated way.
- To take responsibility for line managing specific individuals and teams, being accountable for their performance and ensuring that they meet the overall standards expected by the Trust.
- To lead, plan, co-ordinate and manage the work of the team, including the development of their skills/knowledge and maximising the potential of all staff through professional support and challenge.
- To provide effective leadership and operational management of the teams and functions, ensuring that staff adopt the values and expected behaviours of the Trust to deliver a high-performance culture.
- To ensure that Leaders and line managers receive high quality advice and guidance concerning area of work/responsibility.
- To actively manage own performance and that of others, participating in the Trust's appraisal process as Appraiser and Appraisee.

## **Engagement with Stakeholders**

- To build and maintain effective professional relationships with relevant external stakeholders and service user groups.
- To lead and contribute to the development and delivery of staff and leader training and support across the Academy/Trust.
- To secure and actively engage with professional networks and collaborative arrangements with outside agencies and professional bodies associated with area of responsibility.
- To provide reports and updates to Leaders and Governors in relation to area of responsibility.
- To set clear standards for and expectations of communication with parents and other key stakeholders ensuring follow up is timely, effective and appropriate.
- To work collaboratively with others to deliver added value to the Academy and Trust.
- To understand the changing community and ensure stakeholder satisfaction.

## **Other considerations**

- Where relevant, work from an identified MLT Office location.
- Work with flexibility, where necessary travelling to and from Academies and other locations in the course of undertaking work duties.
- To access any training, including outside normal working hours, in order to successfully fulfil the role.
- To undertake any other duties and reasonable requests that are in keeping within the requirements of this post, including, on occasion working beyond normal working hours.