

APPLICANT PACK

LEAD MENTAL HEALTH PRACTITIONER

£54,000 - £60,000 FTE
£48,973 - £54,415 Actual Salary

How To Apply

Please visit www.harriscareers.org.uk to apply online and submit your application. We only accept applications submitted before the closing date via our careers website. Please refer to the last page of this candidate pack and our website for guidance on applying to opportunities within the Federation.

Safeguarding Notice

The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our [**Policy Statement on the Recruitment of Ex-Offenders**](#).

About the Harris Federation

The founder and sponsor of the Harris Federation, Lord Harris of Peckham, opened our first school in 1990. We have, over the past thirty years, implemented ideas and initiatives that have transformed the opportunities of pupils from working class and disadvantaged backgrounds. Harris academies are widely recognised as a force for social mobility. We are immensely proud of the role that our alumni are now beginning to play in the world and of what we believe our current generation of pupils will go on to achieve.

The Harris Federation has a track record of accomplishment in achieving success through rapid school improvement and has built an unrivalled reputation for running outstanding academies. We now have over 50 schools educating more than 40,000 young people across London and Essex, and employ over 5,000 staff across our academies and head office. With most of our academies located in areas of high socioeconomic disadvantage, a high-quality education is key to the futures of the pupils we serve.

Our Vision

We are a pioneering education charity, and one of the leading multi-academy trusts in the country. We have built a reputation for transformative change, taking on some of the most challenging schools in London and turning them into places where every young person can access a high-quality education and have opportunities to succeed.

Our vision, from the start, has been to provide the structure and services needed for our schools to amount to more than the sum of their parts, and to free-up our teachers and leaders to focus on one thing and one thing only: the outstanding education of all their pupils. Our young people and communities are at the heart of everything we do. Our core mission has always been to close the educational gap between young people from disadvantaged backgrounds and their peers. Our ambition is one where every child in London, no matter their background, has equal access to high quality education, giving them the same opportunities and potential to succeed.

Our Values

We have exceptional teachers, support staff, and leaders that come from a wide range of backgrounds. They bring many different skills, but they all share a strong commitment to delivering an outstanding education and creating an inspiring and happy school environment. We know there are many challenges facing our young people and the communities we serve, and that's why we need determined people like you to help us tackle those inequalities.

Whilst each of our academies has their own unique cultures and values; as a whole Federation, we have four core values which are central to successfully achieving our vision: **Excellence, Collaboration, Support, and Innovation**. We are proud of our values because they guide us in how we work allowing us to achieve the best possible outcomes for our young people, communities, and colleagues. No matter what your role is, where you're based, or what your career goals are, our values act as a guide to empower you to do your best work.

What Sets Harris Apart

We are a Federation rather than a chain, and the autonomy of our Principals, and their individual academies is a key element of our success. In addition, the support structure from our central team provides a range of efficient and time-saving services to our academies, but Principals have ownership of running their schools to determine the best curriculum and other local policies to suit the context of their school, staff, and students.

Our head office based in East Croydon, provides expertise and guidance across Commercial, Governance, IT and Data, Finance, Estates, Procurement, HR and Recruitment, Sixth Form and Marketing. Harris academies are funded on the same basis as other state schools in England, but by negotiating shared contracts and services, and delivering other economies of scale, our academies save over £5m per year, all of which goes back into the education of our students.

As part of the central team we have more than 70 consultants, each a subject specialist and highly-skilled teachers who are available to our academies as a resource to use as they need. Their job is to create curriculum excellence in every subject. Our schools are able to access their full support to ensure the most effective curriculum intent, implementation, and impact.

From Our CEO

We see Harris as a system disrupter – whose purpose is to make life fairer for children in and around London. Our focus is to take on the most challenging schools and turn them into exceptional places of learning where everyone – staff and students – thrives.

We strive to deliver an excellent education to our young people so they can progress into top careers and the very best universities and apprenticeships, giving them the chance to fulfil their potential, no matter their background.

The secret of our success is that every Harris academy is different; every school has its own culture and ethos nurtured by its leadership team to suit the local community and context. However, all Harris academies are united by a determination to constantly improve and to quickly identify and share what works to ensure that every pupil is successful regardless of background.

As we grow, we are delighted to welcome new and experienced teachers, leaders, and support staff into the Federation, all of whom are crucial to our ongoing success. We encourage staff in their learning and development, our CPD is regularly described as 'outstanding', and all of us are committed to growing our expertise and sharing it with each other.

Sir Dan Moynihan
Chief Executive

Our Benefits

We know our success is a direct result of the hard work and dedication of our teams. No matter what your role, by joining the Harris Federation, you will be making a difference to young people across London and in recognition of this, you will be able to enjoy the tangible and intangible benefits of working at Harris.

Harris has a strong culture of collaboration and best practice, with professional development and career planning at its centre. We invest in our staff with support, coaching, mentoring, and a wide range of top-quality training programmes delivered at every level.

You will also have access to a variety of benefits, support programmes and initiatives. [Visit our website](#) to discover more.

Diversity and Inclusion

We are committed to encouraging and sustaining a positive and supportive working environment for our staff, and an excellent teaching and learning experience for our young people. As a provider of employment and education, we value the diversity of our staff and students, and all our staff are equally valued and respected. We are committed to providing a fair, equitable and mutually supportive learning and working environment for our students and staff.

Our work will impact many generations to come, and our staff come from all backgrounds and walks of life, coming together to inspire young minds. We promote an inclusive culture that embraces the valuable and enriching contribution that all of our community make. We continue to be proactive in uplifting and supporting all voices at Harris.

Job Purpose

The role is to lead the overall development of mental health practice within Harris Secondary and Sixth Form academies and manage a team of Mental Health Practitioners who deliver mental health services within several of our secondary academies.

Main Areas of Responsibility

Schools Mental Health Team

- Lead, manage and support a team of 4 mental health practitioners to deliver high quality and effective interventions.
- As required, lead the recruitment of mental health practitioners, providing suitable induction and management of their probation
- Provide regular clinical Supervision to SMHPs, monitor their caseloads, and offer support and guidance to ensure the delivery of safe and ethical practice.
- Agree and review performance objectives using Federation performance management process, including service delivery within their schools, review of outcome measures for clinical practice and delivery of in-service training.
- Line with the overall Provide honest and constructive feedback to address performance improvement.
- Identify and agree clinical and professional learning needs and support team members to achieve these, including their mental health 'specialism' area and their professional clinical practice.
- Support team members to build effective relationships in their allocated schools, escalating any risks or concerns to the Senior leadership as appropriate.
- Ensure all team members maintain knowledge and competence in key areas such as safeguarding, SEND, youth mental health and local authority referrals.
- Ensure the team offer a service to students and the whole school that reflects best practice in Diversity and Inclusion

Develop effective relationships with colleagues, key external partners and stakeholders.

- Develop and maintain knowledge of developments in the field of mental health and wellbeing and SEND, using this knowledge to benefit the wider team and mental health network within Harris Federation.
- Identify and develop key opportunities for promoting and improving mental health outcomes within the Federation, including establishing partnerships with organisations who can deliver high quality mental health products and services.
- Maintain a network of Senior Mental Health Leads (SMHLs) in Secondary Academies, supporting them in building a whole school approach to mental health.
- Provide development opportunities for the SMHLs, including regular network meetings, sharing and promoting CPD and providing relevant training at Federation in-service training days.
- Promote a model of tiered mental health support, with effective evaluation and review within Harris secondary academies.
- Support and advise school and Harris federation staff on mental health and associated areas of safeguarding, behaviour, SEND, child protection and referral processes.

- Respond to requests for mental health support by schools following a critical incident, providing capacity to support students and staff and advice and information on best practice.
- Provide training on relevant mental health topics for the Federation's school Governors.

Provide effective mental health interventions in one to two schools.

- Working as a practitioner, offer evidence based clinical assessments and interventions to young people who are experiencing mild to moderate mental health difficulties.
- Offer assemblies, training, coaching and support for the promotion and improvement of mental health support within the allocated schools.
- Work with parents and carers to improve their understanding of their children's mental health and how to best support that at home.
- Provide termly and annual reports on service activity and outcomes of clinical work.
- Provide opportunities for consultation and reflective practice for school staff.

Promote the use of clinical and management data to inform and improve service and practice.

- Undertake and share the annual survey on mental health in Harris secondary academies, reporting on trends and changes within overall mental health needs and support provided in schools.
- Use the report to help set team priorities, training opportunities and target support where it is most needed.
- Provide summary outcome data for all schools with a Harris Mental Health Practitioner so that they can assess the impact as part of the evaluation of their mental health support.
- Provide reports and updates, as required, for Federation leadership, funders and sponsors.

Federation Ethos

- To undertake such other duties as may be required, commensurate with the level of responsibility of the post
- To engage actively in the performance review process, addressing appraisal targets set in conjunction with the line manager each autumn term
- To participate in training and other professional development learning activities
- To promote equal opportunities and celebrate diversity in all aspects of the Federation
- To play a full part in the life of the Federation community, to support its distinctive aim and ethos and to encourage staff and students to follow this example
- To support and attend Federation events
- To promote actively the Federation's corporate policies
- To adhere to the Federation's Dress Code
- To comply with the Federation's Health and Safety policy and undertake risk assessments as appropriate
- To be familiar with and promote safeguarding requirements, demonstrating adherence to the DfE Guidance 'Keeping Children Safe in Education and the academy's Safeguarding/Child Protection policies
- To be aware of and comply with all academy and Federation policies and procedures, in particular those relating to conduct, child protection (as above), health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person

Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

The academy will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition (as defined in the Equality Act 2010).

Following consultation with you this job description may be changed by management to reflect or anticipate changes in the job which are commensurate with the salary and job title.

Person Specification

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Holds a graduate level degree in field relevant to the post (e.g. clinical psychology/ educational psychology/ social work/ mental health practitioner) • Holds a recognised training qualification in youth counselling and/or evidence-based psychological therapy for children, young people and families • Be registered with their relevant professional body (e.g. HCPC/BACP/PTUK/ UKCP/NCS) • Post qualification training and supervised experience in a clinical role with children, young people and families who experience mental health difficulties • Post qualification training and experience in a clinical role involving the supervision/leadership of others in their work with children, young people and families who experience mental health difficulties 	
Skills, Behaviours and Clinical Expertise	<ul style="list-style-type: none"> • Has significant post qualification experience within a relevant field of expertise (e.g., clinical psychology/ educational psychology/ social work/ mental health practitioner) • Demonstrates a thorough understanding of the full range of emotional and mental health needs of young people and associated risk and protective factors • Demonstrates skill and theoretical understanding of a range of evidence-based psychological therapeutic models relevant to troubled young people, and their families • Experience of and skills in undertaking clinical assessment, formulation and treatment planning alongside parents, carers and school staff based on child's needs, including where there are additional neuro-developmental and learning needs e.g. autism, ADHD, sensory issues etc. • Demonstrates knowledge of school environments and an understanding of the process of engaging young people who require or would benefit from emotional and therapeutic support within educational settings • Skills in supporting parents and providing evidence-based parenting advice and interventions • Ability to work in partnership with specialist mental health providers and third sector agencies to support troubled students and families • Takes an active approach to self-development and shows a commitment to continuous professional learning • Excellent planning, teaching, presentation and training delivery skills 	
Safeguarding	<ul style="list-style-type: none"> • A clear understanding of child protection policy and procedures and commitment to safeguarding of children and vulnerable adults • Is pro-active in reporting safeguarding issues and concerns with regards to children and vulnerable adults, to school and line management, in accordance with Harris Federation policy • Continues to keep up to date with safeguarding policy and developments 	

Leadership, Line Management & Supervision

- Leads development and improvement of the service provision in all areas
- Demonstrates the ability to inspire, lead and manage a team
- Is able to motivate and support the development of others through coaching and showing enthusiasm and resilience in finding solutions to challenging situations
- Provides regular and effective supervision to the team of 4 SMHPs
- Supports SMHPs effectively in their management of active caseloads of one-to-one and group work with young people; relationship building with school and Harris Federation colleagues and outside organisations; selection of suitable professional development activities; and maintaining their wellbeing
- Willingness to take active part in line management with Line Manager
- Demonstrates a clear vision of what Harris Federation requires of its staff and models behaviours aligned to BACP UKCP and HCPC frameworks

- Previous experience of leading a team of mental health practitioners

Relationships (Internal and External)

- Builds relationships through effective communication with all stakeholders within Harris Federation, the 8 schools, the SMHP team and relevant external organisations
- Demonstrates a clear understanding of the needs of service users, including young people and families from diverse social and cultural backgrounds and stakeholders and how SMHP services can support these needs and resolves problems as they arise
- Establishes and sustains positive working relationship with Harris Federation colleagues, school staff, children and young people, parents/carers and outside organisations/networks

- Experience of working with outside organisations and/or networks with whom future collaboration could enhance the quality of the SMHP team and overall service
- Experience or an interest in research

Reporting & Evaluation

- Demonstrates experience of understanding, adhering to and developing robust reporting systems
- Proven ability to summarise, analyse and present service data in written and verbal reports to team members, peers and more senior colleagues
- Can gather and evaluate an appropriate range of data to support the delivery of clinical interventions for individual young people, as well as the implementation of initiatives for groups of young people, as appropriate
- Manages all data and information in a professional and organised way that is compliant with UK GDPR and internal policies

Communications

- Excellent written and verbal reporting skills
- Leads effective SMHP team meetings
- Clearly and confidently presents to audiences of young people, parents, school staff or leadership and considers the needs of the audience and pitches communications at an appropriate level
- Seeks to develop effective co-working relationships with colleagues across Harris Federation
- Communicates effectively and appropriately with Line Manager, including highlighting any concerns or issues that require resolution
- Shares information, good practice and skills with their SMHP team and wider organisation when required

- Experience of producing e-bulletins, newsletters, website or blog posts that showcase successes and best practice

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IT

- Demonstrates competency in using Microsoft Office - Word, Excel, Powerpoint Outlook and Internet
- Demonstrates competency in the use of remote video conferencing tools

- Experience of digital collaboration through Microsoft Teams and Sharepoint

Federation Ethos

- Enthusiasm for and commitment to the achievement of the Federation's overall vision for success at all levels
- Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students
- Motivation to work with children and young people
- Ability to build & sustain professional standards, relationships & personal boundaries with young people

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

1. Equal Opportunities
2. Health and Safety
3. General Data Protection Regulations (2018) and Data Protection Act (2018)
4. Safeguarding children

Applying For The Position

We encourage you to apply as soon as possible as we may interview and offer to a candidate before the closing date. Please note that we only accept applications submitted before the closing date via our careers website.

Thank you for your interest in the Harris Federation. We look forward to receiving your application.

Before You Start Your Application

Please remember to check your junk mail folders for our email communications and add us to your safe senders list to ensure all future email communication is received. This is important to ensure you are kept up to date on the status of your application and to avoid delays in the recruitment process.

To submit an application, you'll need to have ready:

- Personal information about you
- Details of your education and employment history
- Details of any qualifications and training gained
- A CV and/or supporting statement to upload

Help and Support

For our Help and Support completing your application, visit www.harriscareers.org.uk

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