

JOB DESCRIPTION

POST TITLE: SPECIALIST SUPPORT PRACTITIONER –
MENTAL HEALTH
POST NUMBER: WREQ2798
GRADE: LECTURER SCALE

JOB PURPOSE

The post holder will work within the Faculty of Inclusive Practice to work with the Advanced Practitioner to deliver high quality Mental Health Specialist Support for learners who have a diagnosed Mental Health Difficulty or who are experiencing a mental health difficulty, which is having a significant impact on their learning.

The post holder will proactively deliver a high quality, comprehensive Mental Health Specialist Support for FE students experiencing a mental health condition or difficulties, who would benefit from more intensive Mental Health Support whilst at College. These will be delivered on a 1:1 basis and/or with small groups, empowering learner's independence, setting high expectations and creating a culture that enables learners to excel.

A crucial aspect of the role will include working in collaboration with the teaching teams to identify how the programmes of study are made accessible, tailored to their individual needs ensuring seamless transitions between courses, schools, colleges and other outside agencies. The role also involves delivery training and sharing best practice with college staff, external partners and employers as well as contributing to the SEND Centre of Excellence.

Appointees will be required to have specialised knowledge and experience in education and/or the Mental Health Field.

KEY RESPONSIBILITIES

The post holder will report directly the Advanced Practitioner Mental Health and will work closely with the Student Welfare and Pastoral Support Services Manager, Welfare Officers and external Mental Health Services to provide the following:

- Carry out Mental Health Assessments with Young People and Adults who are referred to the Mental Health Specialist Support Service.
- To devise, develop, monitor and review Individualised Specialist Intervention Plans for students who have a diagnosed mental health condition or are experiencing significant mental health difficulties.
- To provide regular, flexible and reactive support for students with a significant Mental Health Diagnosis particularly those with a diagnosis of the following: Depression, Anxiety, OCD, an Eating Disorder, Psychosis, Bi-Polar, Suicidal Ideation, Emotional Dysregulation (or emerging).

JOB DESCRIPTION

- To incorporate aspects of evidence based psychological therapies, in accordance with the NICE guidelines, e.g. CBT (including ERP and CBT-E), and DBT, etc.
- Work in partnership with outside agencies such as CAMHS, YES, PCLS and EIT to facilitate appropriate Mental Health Support for Young People and Adults whilst at College.
- To respond professionally and calmly to crisis situations in which students are presenting with high risk behaviours or suicide risk.
- To support the Advanced Practitioner Mental Health and the Student Welfare and Pastoral Support Services Manager to develop robust, and when appropriate, multi-agency safety plans for students who present with the above risk.
- To support sharing best practice, open communication and service development.
- To develop a strong participation feedback group to support service development and contribute to yearly service audits and area reviews.
- To provide Mental Health CPD and training to staff within the Weston College Group and consider external training programmes.
- Sharing good practice with specialist and non-specialist staff internally, externally and at National Level ensuring we continue to lead the sector.
- Keep up to date with Policies and Procedures implemented across other Mental Health and Education services across the region and nationally.
- To participate in internal and external supervision sessions and support the ongoing development of a reflective culture within the Mental Health Specialist Support Service.
- Based on the use of approved outcome measures provide reports, data and other information on a monthly, termly and annual basis.
- Keep up to date with all national legislation related to students with Mental Health difficulties.

GENERIC DUTIES

In addition to the requirements of the post above, all members of the academic staff are required:

- Be proactive and demonstrate highly effective communication to curriculum delivery staff regarding learners who have Mental Health Difficulties.

JOB DESCRIPTION

- To participate in programme/school/college activities as requested, including parents evening, career events, open days and other publicity and public relation events.
- Assisting in the appointment and selection of new team members.
- Ensuring that an effective system operates to provide cover during periods of staff absence within the team.
- Monitor and evaluate Mental Health Support Provision to ensure quality, validity and accessibility.
- Represent when appropriate at internal and external meetings/committees.
- To attend in-service training based on an assessment of individual service needs.
- Contribute to curriculum/course team meetings to monitor, review and evaluate the students' progress.
- To provide data and reports and other information as required.
- To meet the requirements of the Health and Safety at Work Act 1974 and the College's Health and Safety Procedures.
- Be prepared to operate on a flexible year as required; members of the academic staff will normally be expected to work not more than two evening per week on average.
- Comply with Information Security requirements, in line with Weston College policy.
- Other duties as may be required by the Principal to reflect changes and developments commensurate with the grade of the post.

HEALTH AND SAFETY

All members of staff have a duty to maintain the safe and clean conditions of their workplace area and to cooperate with Weston College on matters of health and safety. This will include assisting with risk assessments and carrying out appropriate actions as required. Staff are required to refer to Weston College's Health and Safety Policies in respect to their specific duties and responsibilities.

STAFF DEVELOPMENT

All staff are required to participate fully in Weston College's staff development programmes and have a responsibility to identify their own professional development needs in conjunction with their line manager.



JOB DESCRIPTION

CONDITIONS OF SERVICE

The College standard Contract of Service for Academic staff applies.

SALARY

Lecturer Scale 1-4: £23,840.00 to £28,418.00 per annum.

HOURS

Hours of attendance: Full-time, 37 hours per week.

Annual leave: 281.5 hours per annum, inclusive of statutory bank holidays and company closures.

The College reserves the right to direct up to 5 days of your annual leave entitlement for efficiency purposes.

Weston College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Five GCSEs at Grade C or above (or equivalent), including English Language and Mathematics. <i>All applicants must be able to provide evidence of a Level 2 Qualification in Mathematics and English Language or be willing to undertake the qualification whilst in post.</i>	✓	
An Honours Degree in a field relevant to Mental Health e.g. Psychology, Social Work, Occupational Therapy, RMN.	✓	
A postgraduate qualification in a related field, or therapeutic qualification in an area relevant to mental health.		✓
A minimum of two years post undergraduate qualifying experience in a core profession within a mental health environment.	✓	
Significant experience working with young people and adults with a wide range of mental health needs, and multiple needs e.g. substance misuse, looked after child, physical illness.	✓	
Experience of and commitment to working in a multi-agency setting working in partnership with a range of education, health, social care professionals.	✓	
Knowledge and experience of a range psychological therapies (i.e. CBT/DBT).	✓	
Knowledge and understanding of the impact of Mental Health on accessing education.	✓	
Able to demonstrate a sound knowledge of The Mental Health Act 1983 (including 2007 amendments), Mental Capacity Act 2005 and Safeguarding.		✓
Empathetic and inclusive approach.	✓	
Promoting a culture of involvement, listening and responsiveness to learner need.	✓	
Reactive approach to Mental Health Support and the varying needs of young people and adults.	✓	
Ability to recognise and manage crisis situations in a calm and professional manner.	✓	
Experience with Risk assessment and management. Understanding of and ability to help young people and adults to identify Preventative factors when managing risk.	✓	
Ability to make professionally decisions during high pressured and emotionally intense situations.	✓	
Ability to plan and priorities own workload and work without close supervision.	✓	
Understand the importance of using external clinical supervision and be willing to engage in reflective practice.	✓	



PERSON SPECIFICATION

Faculty of Inclusive Practice

The Faculty of Inclusive Practice encompasses the following areas:

- Foundation Learning, which includes Entry, Level 1, Full and Part time courses for learners with SEND
- Weston Bay Residential Training Facility
- Additional Learning Support
- SEND Training Programmes from level 2 to degree level
- Centre for Excellence in SEND

The Faculty enjoys a high profile within the College and the community. There are strong links with local schools, Education and Health Authorities, Social Service, University of West of England and other external organisations.

The Faculty has a commitment to providing all learners opportunities to achieve their full potential by offering individualised programmes and high levels of additional support where appropriate.

Learners are empowered to understand their disability impact, by developing strategies to accommodate their differences and inform others how they learn best as well as developing their understanding of autism. This approach lessens their dependency on others and therefore sustains their future independence.

Learners benefit from highly qualified, experienced and dedicated staff, we have established an excellent recording for placing learners on other Further Education courses, training and employment.

The success of the Faculty is based on a strong belief in teamwork and a staff commitment to a learner centred, quality experience.

We hope you feel encouraged to apply and wish you success with your application.

Sam Mayhew
Dean of Faculty