

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title:	Specialist Mental Health Practitioner -
Band:	6
Hours:	full time (37.5) 9-5 Monday – Friday
Base:	Callington Road/Flexible Hybrid working additional travel across Bristol and South Gloucestershire.
Reports to:	Student Liaison Service Manager and Team Manager (AWP)
Professionally Accountable to:	Student Liaison Service Manager (AWP)

Job Summary

- The new Student Liaison Service aims to improve pathways between university services and local NHS services. It will provide support for students with moderate to severe complex mental health issues.
- This role involves you supporting the day to day running of the Student Liaison Service (SLS). The purpose of this role within SLS will be to offer support conversations with the universities, to ensure that students that are of concern are able to access the right mental health provision. You will provide students with evidence based interventions to support students that experience difficulties with complex emotional needs, personality disorders and associated difficulties.
- The team will be inclusive, recovery focused, highly motivated and will hold the needs of the student population at the center of all that they do. The role involves working with both Bristol University, The University of the West of England, secondary care teams and primary care teams. As well as working alongside our voluntary, community and social enterprises (VCSE) partner organisations, to deliver Psychoeducation.
- The post holder will support the development of the new service and bring creativity and innovative thinking. You will also support the service manager to develop and maintain care pathways and clinical governance. Day to day reviewing of referrals. Leading on assessments and post group reviews. Working within the multi-disciplinary team to maintain service user safety.

Main duties include:

To liaise and provide information, assessment and sign posting to university students who present with complex mental health needs.

To liaise with existing service providers within the universities, primary care, secondary care, acute and voluntary sector partners.

To foster strong collaborative and trusting working relationships with referrers whilst demonstrating clinical expertise.

Provide succinct formulations and recommendations (inclusive of risk management advice).

Delivering evidence based interventions for students with severe or complex mental health needs including those with a Personality Disorder (e.g. SCM, DBT, MBT, etc) within The Student Liaison Service.

Rio checking referrals.

Assessing service suitability with service users and referrers.

Advice on interventions and treatments required to enable positive change.

Planning reviews and future steps with service users.

Encouraging the identification of strengths and resilience factors in students.

Assessment of or advice on the impact of culture and diversity.

Have responsibility for other duties as agreed with line manager.

All other aspects that are needed to ensure smooth running of the service.

Description of the duties

This role is focused on providing appropriate, effective interventions and treatments to students with complex and severe mental health needs enabling and assisting them to meet daily health, social care, academic and wellbeing needs, in line with personal recovery goals, and facilitating engagement with services.

Always working under the relevant overarching clinical framework, the post holder will be responsible for the ongoing assessment, planning delivery and review of activities and interventions against identified health, social care and wellbeing needs. The role will also require undertaking and delivering specific health or social care assessments and intervention, as part of a group activity and on a one to one basis.

1. To undertake the full range of activities required to deliver ongoing comprehensive mental health assessment for students with severe and complex mental health needs. This will include:

- a) The use of standardised assessment tools, i.e. the Cluster Allocation Support Tool (CAST), KGV
- b) Recovery Star
- c) History, strengths and aspirations
- d) Mental state
- e) Impact of culture and diversity
- f) Functional needs
- g) The needs of family and carer
- h) Evaluation and managing of risk
- i) Physical health
- j) Complicating factors
- k) The interventions and treatments required to enable positive change.
- l) Social care needs
- m) Safeguarding and public protection
- n) Capacity under the Mental Capacity Act

1. Connect students to appropriate community and voluntary sector support working alongside the two universities.
2. Facilitate mental health and 'strengths-based' assessments and support students to ensure they are able to access appropriate services.
3. Promote understanding and confidence in the delivery of mental health care within the two universities and collaboration with all agencies involved in the care of students.
4. Provide information, 'sign posting' and support for students with complex mental health needs.
5. Foster strong collaborative and trusting working relationships with referrers, primary care, voluntary care and secondary care health professionals underpinned by an educative and solutions focused philosophy whilst providing credible clinical expertise.
6. Facilitate the development of safe and effective mental health care practice within the two universities.

7. Promote the importance of working with strengths and aspirations of the person referred.
8. Provide succinct formulations and recommendations (inclusive of risk management advice) to support patient safety planning.
9. Assess and advise on the impact of culture and diversity.
10. Give best practice advice and support students with complex mental health needs.
11. Advise and support on evaluating risk.
12. Support and advise within safeguarding and public protection procedures where the issues are complicated by mental health problems.
13. Provide a prompt response to all referrer's following jointly agreed procedures and within agreed time frames.
14. Following assessment, provide short- term follow up of patients where appropriate.
15. Contribute evidence-based expertise to multi-disciplinary team processes.
16. Promote positive attitudes, mutual understanding and collaboration between non-mental health staff and mental health services, users, voluntary agencies, primary care and social services ensuring the appropriate sharing of information.
17. Demonstrate responsibility for developing own practice in line with professional qualifications and for contributing to the development of others, by making use of and providing, effective feedback, supervision, coaching and appraisal.
18. Adhere to the relevant professional code of conduct ensuring required skills and competencies required are maintained.
19. Monitor and maintain health, safety and security of self and others, undertaking assessments and taking appropriate action where required.
20. Develop own knowledge and practice, and contribute to the development of others, making use of available feedback, supervision and appraisal to identify appropriate areas of development for this work role, taking responsibility for accessing identified learning and training opportunities.
21. Maintain appropriate health record, in accordance with professional and organisational standards.
22. Participate in clinical audit and service evaluation programmes as required.
23. Participate in local arrangements, where required, to manage unexpected staff absences.

General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP policies are available on the intranet to employees, or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

AWP Recovery Statement

AWP places recovery and reablement at the heart of our service. Therefore we all demonstrate the recovery principles of:

- Hope.
- Partnership.
- Maximising opportunities every day, in all that we do.

Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

Other Information

CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

RISK MANAGEMENT

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

SAFEGUARDING & DUTY OF CANDOUR

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

This job description is intended as an outline indicator of 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 on a regular basis. You may be required to work at other locations across the patch, including third party premises, as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

PERSON SPECIFICATION

JOB TITLE **Specialist Mental Health Practitioner - Primary Care**

Requirements	Essential	Desirable
Education and Qualification	<ul style="list-style-type: none"> Professional qualification in mental health equivalent to Registered RMN, Registered Social worker or Registered Therapist. Current registration with a professional body and commitment to CPD. Detailed working knowledge secondary specialist mental health services and the wider health and social care community and the third sector. Significant skills and experience in educating and training the mainstream workforce, particularly non-specialist mental health workers. Demonstrates substantial experience of assessing risk and developing risk management strategies. 	<ul style="list-style-type: none"> Relevant post-registration qualifications, such as Thorn, Non-Medical Prescribing, CBT, AMHP, Brief Interventions etc.
Experience and Knowledge	<ul style="list-style-type: none"> Front line experience of using advanced assessment skills especially in determining the nature and severity of mental illness/health (functional and organic) and differentiation between physical and mental health symptoms and conditions. Extensive working knowledge of the structure of the wider health and social care community including statutory and non-statutory services and direct experience of multi professional and inter-agency working and collaboration. Specialist knowledge of the needs, treatment approaches and rights of people with mental health problems and the needs of their carers and family. Significant and demonstrable levels of initiative utilised within practice and work delivery. Able to work autonomously. Demonstrates an understanding of recovery principles and the role of 	<ul style="list-style-type: none"> Experience gained in a wide variety of settings.

	<p>secondary mental health services in the delivery of care.</p> <ul style="list-style-type: none"> • Experience of undertaking assessments. • Demonstrates an understanding of the effects of discriminatory behavior on mental health. 	
Skills and Abilities	<ul style="list-style-type: none"> • Strong track record and ability to act with high levels of diplomacy whilst maintaining the strength of relationship to challenge inaccurate assumptions and perceptions. • Highly developed verbal communication skills, able to engage effectively with people at all levels, even when a more assertive approach is needed. • Conversant with policies and national drivers influencing the service development in question, plus a broader and detailed understanding of the respective legislation affecting the people using the service. • Able to articulate a detailed understanding of the relevant legal frameworks/legislation including CPA process, Mental Health Act, Mental Capacity Act, and Safeguarding. • Highly developed active listening skills, which allow for reframing and testing of understanding. • Highly developed written communication skills, with experience of compiling and sorting notes and reports, establishing statistical data and analysing information. • Substantially developed IT skills with an understanding of Microsoft Office and demonstrate a willingness to embrace new technology and processes. 	Click or tap here to enter text.
Other Requirements	<ul style="list-style-type: none"> • Mobile with the facility to move quickly across a geographically dispersed area with limited access to public transport. • Empathy for individuals who have experienced mental health problems and ability to cope with behaviour which may be challenging at times. 	