



brighterfuturesforchildren.org

Primary Mental Health Worker

Job Description & Person Specification

Contents

Job Information.....	3
Job Purpose.....	3
Designation of Post within Company Structure.....	4
1. Your role.....	4
2. Relationships – who you will work with	5
3. What your performance will be measured against	5
4. Your level of autonomy.....	6
5. Personal Attributes	6
6. Scope of Job (Budgetary/Resource Control/Impact)	6
Special/Other Requirements/Responsibilities of this Post.....	6
Person Specification.....	7
Qualifications & Education	7
Essential:	7
Experience.....	7
Essential:	7
Desirable:	7
Skills, Abilities & Competencies	7
Essential	7
Desirable:	7
Additional Working Requirements	8
Essential:	8

Job Information

Post Title	• Primary Mental Health Worker (PMHW)
Reports to:	• Senior Primary Mental Health Worker
Grade and Salary:	• RG8 SCP 39-45 (gateway at 42)
Location	• Civic Centre, Reading
Conditions:	• 37 hours per week

Job Purpose

Brighter Futures for Children is a not-for-profit company, owned by, but independent of, Reading Borough Council. Although we are independent, we are very much part of the Reading Family. Our people enjoy all of benefits as other Council employees including membership of the Local Government Pension Scheme and continuous service. We work closely with partners in the local community and key organisations including Reading Borough Council, policy, public health and voluntary groups. We are responsible for the delivery of children's social care, early help & prevention, education services (including SEND). This also includes fostering and adoption, the Youth Offending Service and traded services with schools. Our main aim is to protect and enhance the lives of the children of Reading. We help families find long-term solutions to ensure children lead happy, healthy and successful lives.

The Primary Mental Health Team (PMHT) aims to improve children and young people's mental health through individual and group based therapeutic interventions, consultation, liaison and training. Consultation is provided to schools in Reading and teams within the Directorate, including partner agencies. The PMHT offer time-limited direct work and training, to provide early and prompt assessment, intervention and support for children, young people and their families when a child or young person has emotional, behavioural or relationship difficulties that will impact adversely on the child's development and well-being, impairing everyday functioning or causing significant disturbance within the family, at school or in the community.

Job Purpose

Brighter Futures for Children is a not-for-profit company, owned by, but independent of, Reading Borough Council. Although we are independent, we are very much part of the Reading Family. Our people enjoy all of benefits as other Council employees including membership of the Local Government Pension Scheme and continuous service. We work closely with partners in the local community and key organisations including Reading Borough Council, policy, public health and voluntary groups. We are responsible for the delivery of children's social care, early help & prevention, education services (including SEND). This also includes fostering and adoption, the Youth Offending Service and traded services with schools. Our main aim is to protect and enhance the lives of the children of Reading. We help families find long-term solutions to ensure children lead happy, healthy and successful lives.

The Primary Mental Health Team (PMHT) aims to improve children and young people's mental health through individual and group based therapeutic interventions, consultation, liaison and training. Consultation is provided to schools in Reading and teams within the Directorate, including

partner agencies. The PMHT offer time-limited direct work and training, to provide early and prompt assessment, intervention and support for children, young people and their families when a child or young person has emotional, behavioural or relationship difficulties that will impact adversely on the child's development and well-being, impairing everyday functioning or causing significant disturbance within the family, at school or in the community.

Designation of Post within Company Structure

- The post of Primary Mental Health Worker sits within the Family Help and Safeguarding Team and is part of the Education Service but works across social care and early help services too. The PMHW will be directly accountable to the Primary Mental Health Team manager. This manager will routinely provide 1:1 supervision to address relevant operational and service development issues.
- The PMHW may be required to supervise a very small number of staff within BfC

1. Your role to be continued...

- To contribute to the development of an interagency approach to early intervention to support children and young people's emotional well-being and mental health in line with Reading's emotional well-being strategy.
- To increase the mental health service capacity of a locality and the Directorate's network of children's services
- To provide consultation to parents, schools and a range of colleague professionals.
- To engage in time limited direct work, as appropriate, using a range of researched methodologies and interventions (e.g. cognitive behaviour therapy, Interpersonal Psychotherapy, family therapy, multisystemic family therapy).
- To provide training on child and adolescent mental health issues and consultation to help colleague professionals and others at Tier 1 to better understand and respond to children's mental health needs.
- To be the PMHW lead professional for identified children and young people in Reading as agreed with the CAT manager
- To contribute to policy and service development, positive mental health promotion and preventative initiatives.
- To facilitate access to assessment and intervention programmes to support families who experience the early signs of difficulty to prevent escalation to Tier 3.
- To undertake joint work with CAMHS personnel and others, as appropriate.
- To promote a positive view of mental health issues amongst schools, children and young people and their parents.
- To onward and immediately refer cases where psychiatric assessments are imminently required in situations where children or young people may be a danger to themselves or other people.
- To be aware of and follow local codes of practice to ensure confidential information is safeguarded as outlined within the Information Sharing and Assessment protocols, Data Protection Act and the Common Assessment Framework.
- To ensure that practice complies with policy, standards and procedures and relevant codes of practice
- To submit data on a monthly basis as required for statistical and performance monitoring.
- To work within professional and service guidelines, using evidence-based practice to deliver outcome-focussed services that meet the mental health needs of children and young people.

- To take reasonable care of your own health and safety and co-operate with management, so far as is necessary, to enable compliance with the company's health and safety rules and legislative requirements
- To undertake such personal training as may be deemed necessary to meet the duties and responsibilities of the post
- Brighter Futures for Children is a dynamic organisation which recognises the need to respond flexibly to changing demands and circumstances. While this job description provides a summary of functions and responsibilities of the post, this may need to be adapted or adjusted to meet changing circumstances. Such changes would be commensurate with the grading of the post.

Gateway Criteria

- Evidence of post-registration training, learning and development with a focus on mental health of children and young people that will be applicable to the PMHW service.
- Extensive direct experience of providing training to the children's workforce in applicable mental health topics at a basic and more complex/ focused level.
- Successful influencing, alliance-making and people management skills that can be demonstrated through partnership working over cases, service development with a partner or line management of staff.
- Demonstrating high quality assessment skills and abilities, demonstrating a process that involves people with diverse interests and perspectives, sustaining at all times a focus on the welfare and best interests of the child.
- Act as the lead professional for complex cases that includes the family and colleagues in a clear care plan for the child
- Evidence of ability to initiate new ideas and practice within our service that has a positive impact on children and families.
- Demonstrate the ability to enable colleagues to take important decisions about a Child's mental health through consultation or capacity building methods.

2. Relationships – who you will work with

Internal:

- Educational Psychologists, MHST,
- Social Care Practitioners and Education Welfare Officers
- Early Help teams
- Teams within the Directorate, including partner agencies

External:

Develop and promote strong partnerships with:

- CAMHS and other appropriate agencies

3. What your performance will be measured against

- Personal objectives set as part of your continuous professional development.

4. Your level of autonomy

- Required to work as part of a team as well as using own initiative to deliver objectives

5. Personal Attributes

- Confident
- Approachable
- Friendly
- Uses initiative
- Achieves deadlines

6. Scope of Job (Budgetary/Resource Control/Impact)

- N/A

Special/Other Requirements/Responsibilities of this Post

Level of DBS check required for this post	Enhanced with a check of the barring list(s)
If *, does the post require a check against the list of people barred from working with vulnerable adults?	NO
If *, does the post require a check against the list of people barred from working with children?	YES/YES
What other security/safer recruitment clearances are required for this post? (excluding standard identity/work permit/education qualification checks)	NONE or list
Is this post "politically restricted"?	NO
Responsibility for Health & Safety:	YES
Please specify responsibility for implementing the company's risk management strategy as it applies to the service, ensuring risks to service delivery and specific projects or initiatives are recognised and that actions are taken and monitored to mitigate risks identified	List if appropriate
Please specify any other Statutory Duties and/or responsibilities of this post not already covered in the "Main Duties & Responsibilities" above	N/A

Person Specification

Qualifications & Education

Essential:

- The post holder will need to have appropriate core professional training qualification in mental health, psychology, social work, therapeutic intervention and be able to evidence a high level of knowledge and experience of work relating to child and adolescent mental health.
- Registration with an appropriate professional body and evidence of post-registration training, learning and development.
- An informed and ethical value-base that is congruent with public service.

Experience

Essential:

- Experience of using a consultative approach to help others develop their own solutions to problems.
- The postholder will have a minimum of three years' experience working with children or young people with emotional or behavioural problems and their families, undertaking mental health assessments and providing appropriate interventions.
- Experience of working in a multi-disciplinary team, routinely using networking and consultative techniques in a broad range of contexts.
- Experience of training and developing staff or parents/carers.
- A comprehensive understanding of the Every Child Matters and Change for Children agendas and relevant safeguarding and child protection legislation, guidance and best practice.
- Experience of working with challenge, conflict and dissent.
- Experience of collaborative work with internal and external colleagues which delivered improved outcomes for children.
- Evidence of ability to initiate new ideas and practice.


Desirable:

- Knowledge of children's services

Skills, Abilities & Competencies

Essential

- Knowledge of child development and of mental health services
- Knowledge and experience of using risk and resilience models when working with children and young people.
- Expert knowledge of at least 3 mental health issues, including the evidence base for intervention (e.g. ADHD/eating disorders/depression/substance misuse/anxieties/phobias/suicide/self harm/family dysfunction/ conduct disorders).
- Self-awareness, personal resilience, integrity and evidenced emotional intelligence.
- Effective time, deadline and workload management skills, working with complexity and volume.
- Clear and high level oral and report writing, presentation and communication skills.
- Successful influencing, alliance-making and people management skills.
- Skilled and reflective listening and consultation skills.

- 
- Evidence of ensuring equality of opportunity and opposition to all forms of discrimination.
 - Positive collaboration and team working capabilities.
 - Working productively within organizational and budgetary constraints.
 - Excellent assessment skills and abilities, managing processes involving people with diverse interests and perspectives, sustaining at all times a focus on the welfare and best interests of the child.
 - Skills in engaging service users in circumstances where they may be under severe stress.
 - ICT competence.
 - Ability to make sound judgments under pressure, providing critique and challenge that will engage colleagues and service users.
 - Able to maintain accurate work records and supply reports and data, as required.
 - Willing to attend study days, conferences, workshops as relevant and that are agreed with your line manager.
 - Willing to attend programmed 1:1 supervision and appraisal meetings.
 - Able to identify own training and professional development needs in consultation with line manager.

Additional Working Requirements

Essential:

- Job involves working with sensitive and confidential information about children and will be subject to an enhanced DBS check.