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**JOB  
DESCRIPTION**

## Specialist Educational Mental Health Team Clinical Lead

**Post Title:** Specialist Educational Mental Health Team Clinical Lead

**(CBT qualified and BABCP accredited preferable)**

**Department:** CAMHS

**Location:** Within the Black Country

**Directorate:** Children, Young People and Families

**Band:** 7 (£40,057 - £45,839 pa)

**Hours:** 37.5hrs

**Contract Type:** Permanent

**Responsible to:** Service Manager

### Job Purpose

The post holder will be working as part of the MHST service, leading the team in partnership with the other Clinical and Team Leaders to ensure the service provides early intervention and promotes good mental well-being to children and young people. The post holder will be expected to work in partnership with professionals in schools along with parents/carers to affectively plan support for children and young



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people beyond one to one intervention for example assembly's and supportive training. The post holder will be responsible for developing strong relationships with CYP MH services in their locality including CAMHS to ensure the most informed care pathways for children and young people.

- The post holder will provide support, advice and consultation to families/carers and other professionals involved in the life of the child/young person.
- The post holder will work in partnership with the Team Lead and will further develop the partnership working that is currently taking place between Education, Local Authority, CCG and the Child & Adolescent Mental Health Service (CAMHS).
- The post holder will contribute and support strategic planning, ensuring the needs of children, young people, their parents/ carers and schools is informing the development of the service.

### Main Duties/Responsibilities

#### Clinical

1. Provide specialist assessments of children and young people referred to the service.
2. Develop, implement and review a range of evidence based treatment plans informed by clinical assessment and the specific needs of the individual within their wider social context.
3. Exercise autonomous professional responsibility for the triage, assessment, treatment and discharge of children/young people in the context of appropriate service models.
4. Provide specialist advice, guidance and consultation to other professional groups.
5. Undertake risk assessment and risk management for individual children and young people and to provide advice to external agencies regarding appropriate risk.
6. Act as care co-ordinator, where appropriate, taking responsibility for initiating planning and review of care plans under the CPA.
7. Effectively communication with families and other professionals involved in the life of the child/young person.
8. Actively record all clinical outcomes.



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9. Participate in the MDT as appropriate and at the direction of senior clinicians within the team/service.

### **Clinical Supervision/Training/Teaching**

10. Receive regular clinical supervision in accordance with professional guidelines.
11. Provide clinical supervision, leadership to the assigned MHST and staff from other teams where appropriate.
12. Contribute to the development and delivery of CPD programmes for staff.
13. Develop skills in own area of professional post-graduate training, teaching and supervision and consultation.
14. Contribute to appropriate pre and post qualification training.
15. To support and contribute to staff appraisals (people development conversations as and when required by the Team Lead.

### **Service Development**

16. Working with MHST Team Leads to ensure delivery of the MHST action plan, highlight risk and plan mitigation, escalating where necessary
17. Reviewing the referral pathways, ensuring they are informed and being effectively utilised
18. Oversight of clinical skill needs
19. Lead on developing relationships with other services that support CYP
20. Working closely with other professionals in schools, developing referral pathways and planning engagement with the schools.
21. Planning with the teams and other MHST Team Clinical Leads awareness training, group work, support for teachers and parents
22. Contribute to the development, implementation, evaluation and monitoring of the services operational policies and procedures.
23. Participate in multi-disciplinary team and multi-agency meetings.



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24. Share responsibility with other team members, as appropriate, for implementing service developments.

### **Research, Development and Service Evaluation**

25. Utilise theory, literature and research to support evidence-based practice.
26. Participate in agreed research activities and carry out specific research projects within own specialist area
27. Undertake specific project management, including complex audit and service evaluation, as requested.

### **28. Information Technology**

29. Maintain comprehensive clinical notes and consultation records in accordance with Trust policies and procedures.
30. Utilise patient electronic record data for the implementation of audit and service delivery purposes to inform service developments.
31. Provide appropriate statistical returns as required.

### **Professional**

32. Maintain professional registration and adhere to professional code of conduct and ethics.
33. Undertake continued clinical professional development and maintain clinical standards through ongoing training as identified through CPD and PDR processes.

### **General**

34. Work as part of a multi-disciplinary team and support continual service improvement.
35. To undertake any other duties of a similar nature consistent with the responsibilities of this post in order to provide a quality (insert) service.

## Trust Values

Employees, workers, and / or contractors will be expected to uphold the values of the Trust and exhibit the expected Trust behaviours aligned to the Trust's values. Individuals have a responsibility to ensure that they display the Trust values and behaviours in carrying out their job and that individuals feel able to challenge (or



raise a challenge) when other colleagues' behaviours breach the spirit of Trust values.

### Confidentiality and Data Protection

Staff are to familiarise themselves with the Employer's data protection policy when this is available, which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

### Data Quality

The post holder should ensure any data/information prepared for either internal or external analysis is 'fit for purpose' i.e. that it is accurate, valid, reliable, timely, relevant and complete.

### No Smoking

The Trust has a no smoking policy. Smoking is not allowed on any Trust premises.

### Health and Safety

The post holder will take personal responsibility for any Health & Safety issues and obligations under the Health & Safety at Work Act. The post holder should also be aware of and comply with other relevant legislation and policies e.g. Fire Regulations.

### Clinical Governance

All employees are required to actively contribute towards the Trust's clinical governance systems, taking responsibility as appropriate for quality standards, and work towards the continuous improvement in clinical and service quality.

### Infection Prevention & Control

Infection prevention & control is everybody's responsibility, it is a requirement for all Trust staff to comply with all Trust infection control policies and procedures.



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- All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace.
- All staff must adhere to the Trust's Hand Decontamination Policy
- All staff are expected to behave in a manner which protects patients, public and colleagues from infection risks within the scope of their role.
- All staff should have infection control training at induction and annual infection control updates as required.
- All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

### Safeguarding Adults

Safeguarding is 'Everybody's Business'. It means protecting people's health, well-being and human rights. It includes protecting their rights to live in safety, free from abuse and harm; taking their views, wishes, feelings and beliefs into account. In the West Midlands, the main statutory agencies work together to promote safer communities, to prevent harm and abuse and to deal with actual or potential when concerns arise. These Organisations which include Black Country Healthcare NHS Foundation Trust work together to achieve these outcomes by working within the Safeguarding Adults multi-agency policy and procedures for the West Midlands and adhering to the local Safeguarding Adult policy and procedures. Staff can contact the Trust Named Nurses for Safeguarding Adults or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Safeguarding Children

All members of staff have a responsibility to ensure that children and young people are safe from abuse or harm. Employees must comply with Local Safeguarding Board Child Protection Policy and Procedures and Black Country Healthcare NHS Foundation Trust Safeguarding Children Policy. Staff can contact the Trust Named Nurses for Safeguarding Children or a member for advice and support if they have concerns. It is an employee's responsibility to comply with all current legislation and relevant Safeguarding training as breaches may lead to an employee being subject to disciplinary action.

### Professional / Managerial Codes of Practice

The post holder is expected to abide by the relevant codes of practice of the registering body for healthcare professionals, and, where applicable, the NHS Code of Conduct for managers.



### Policies and Procedures

The post holder is required to abide by all policies and procedures of the Trust.

### Pandemic / Other Emergencies

In the event of a pandemic being declared, the post holder may be required to adjust their days of work, hours of attendance, work base, and duties to support the delivery of services.

### Job Description

This document is not intended to be an exhaustive list. Other duties, responsibilities and work base appropriate to this role / grade, may also be required. The manager will discuss this with the post holder where necessary.

**Post Holder's Signature:**

**Date:**

