

Job Description – Mental Health Lead



Job Description The Charity is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.	
The School	<p>Bedford Modern School (BMS) is an Independent Co-educational Day School, governed by the Harpur Trust. There are more than 1200 students in the School ranging in age from 7 to 18. BMS enjoys a reputation both locally and regionally for excellence in Sport and Performance Arts and our school community is friendly, happy and supportive.</p> <p>The School is located on the outskirts of Bedford, a town recognised as one of the best places to live in the East of England by the Sunday Times recently. It is also well served by major road links and London St Pancras is only a 40-minute journey away by train. With commanding views of the Bedfordshire countryside, the facilities are excellent: a separate Junior School, dedicated Sixth Form and new purpose-built Science Centre, with faculties clustered throughout the School. Extensive and impressive sports facilities include a fully equipped gym and indoor sports hall, a boathouse on the banks of the nearby River Great Ouse and a swimming pool on site.</p> <p>We offer a premium education appropriate to both boys and girls where the intellectual needs of each student are a priority. The wide and varied curriculum is responsive to the needs of both students and parents. Individuals are assessed at entry and those with particular strengths or learning needs are identified and monitored. Students are encouraged to maximize their academic potential whilst optimising their participation in our diverse and inclusive cocurricular programme. Pastoral care is integral to the success of BMS and all staff are expected to contribute to this supportive culture.</p> <p>The School enjoys a reputation both locally and regionally for excellence in the Performing Arts and Sport. It is a particularly friendly, happy and supportive school community.</p> <p>Please visit our website: www.bedmod.co.uk for further information on the School.</p>
Summary of the role:	<p>Job Title: Mental Health Lead</p> <p>Location: Bedford Modern School, Manton Lane, Bedford MK41 7NT</p> <p>Reporting Line: Deputy Head Pastoral and Student Progress</p>

Job Description – Mental Health Lead



	<p>Responsible for: School Counsellors, Student Support Assistants</p> <p>Hours: 37 per week – actual working pattern to be agreed with line manager and in line with role/organisational requirements. Term time + 4 weeks. The postholder will be available for emergency call out during School closure periods</p> <p>Salary: £45,753 to £51,668 pro-rata per annum (exact starting salary is dependent on experience)</p> <p>Purpose:</p> <p>This is an exciting new role created to reflect BMS commitment to the wellbeing of the school community.</p> <p>The Mental Health Lead will play a key role in developing and leading the whole school strategy to support student mental health and build resilience as well as having the knowledge and expertise to offer short-term support and interventions to individual students and families.</p> <p>They will also act as the whole school Deputy Safeguarding Lead working closely with the Designated Safeguarding Lead and the Designated Safeguarding Lead of the Junior School.</p> <p>This role would suit a professional whose background is in child and adolescent mental health and who has experience of working with agencies such as CAMHS, Children’s Social Care and Early Help.</p> <p>Relationships with parents and external agencies is a key part of this role and the Mental Health Lead will be expected to support children, young people and their families presenting with a range of mental health needs. Understanding of the issues and pressures that children currently face is essential as well as a willingness to listen, learn and work collaboratively with others. BMS is an inclusive school and we are keen to develop our understanding and support for all children, including those from marginalised groups and those whose mental health may be affected by developmental disorders such as ADHD and ASD.</p> <p>The post holder will play an important role in implementation of the school strategic plan. They will play a key role in the Pastoral Leadership Team and will be expected to advise members of the School Leadership team on mental health matters as required.</p> <p>The Pastoral Leadership Team consists of: Deputy Head Pastoral and Student Progress, Senior Deputy Head (as Deputy DSL) SMHSC, Assistant Head 7-8, Assistant Head 9-11, Senior Nurse, Director of Sixth Form (or his representative), Deputy Head of Junior School, Head of Additional Needs Faculty.</p>
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<p>Main duties and responsibilities</p>	<p>Mental Health Leadership</p> <p>Audit the current provision across the school establishing a shared understanding of what is happening now.</p> <p>Identify the gaps and opportunities in current practice and develop a whole school ethos and culture, building on a common language and understanding of the evidence about what works.</p> <p>Involve students and staff in planning, and developing practice, including early identification and intervention using existing practice supported by new initiatives where needs arise.</p> <p>Work with families and other services to promote wellbeing, prevent and reduce mental health problems and intervene early when these arise with effective support and services.</p> <p>Implement a systematic and strategic approach across the school and evaluate progress for individual children, young people and the whole school; embedding and sustaining effective practices.</p> <p>With support, lead on the writing and implementation of the mental health policy .</p> <p>Support School Staff to develop their understanding of mental health, providing CPD, training and consultation as necessary.</p> <p>Be responsible for advising the DHP and SDH on matters related to Mental Health staying up to date with current trends including online safety.</p> <p>Support and advise the pastoral team to develop workshops, external talks and pastoral evenings that educate parents in mental health trends, building resilience and issues facing students.</p> <p>To support the pastoral team, break down the barriers and stigma attached to mental health.</p> <p>Deputy Safeguarding Leadership</p> <p>Act as Deputy DSL when necessary including during school holidays as agreed with the DSL.</p> <p>Make telephone and written referrals to external agencies in consultation with the DSL and team.</p>

Job Description – Mental Health Lead



	<p>Working with safeguarding team, co-ordinate the students safeguarding list across the school.</p> <p>Co-ordinate any current EHA and support pastoral staff in setting up new ones.</p> <p>Lead on individual cases as agreed with the DSL.</p> <p>Advise members of the pastoral team (including the Assistant Heads and Heads of Year) on safeguarding matters.</p> <p>Act as vice chair of the safeguarding committee.</p> <p>To act as key worker for individual students offering 1:1 support as necessary.</p> <p>Be committed to clinical supervision engaging for self as well as delivering for others as appropriate.</p> <p>Mental Health Responsibilities</p> <p>Provide brief mental health assessments for young people to establish mental health needs and, where appropriate, offer some young people short-term interventions to build resilience and promote well-being.</p> <p>Support parents to understand the mental health needs of their children in order to build resilience, promote well-being and reduce risk-taking behaviours.</p> <p>Have skills in biopsychosocial formulation in order to understand and assess risk and differentiate short-term emotional distress from mental health disorders.</p> <p>Provide short-term treatments as part of an early intervention pathway to prevent escalation to specialist services.</p> <p>To manage a small caseload of children and young people requiring intervention and undertake psychosocial/ cognitive behavioural therapeutic interventions as required.</p> <p>Attend case planning meetings, case conferences and school-based meetings as required.</p> <p>Liaise with referrers, other professionals, community agencies, families and carers to achieve effective communication and coordinated approaches.</p> <p>To be responsible for maintaining high quality documentation and up to date records.</p>
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Student Wellbeing and Counselling services

Take a lead role in developing and implementing practices which reflect the school's commitment to emotional well-being.

Line-manage School Counsellors meeting with them on a regular basis ensuring appropriate time, support and resources are made available to their 'clients'.

Ensure the school is regularly reviewing its process and procedures regarding access to counselling.

Line manage Student Support Officers liaising closely with Assistant Heads (7-11), Director of Sixth Form and Deputy Head of the Junior School.

Professional responsibilities

Comply with the Professional Codes of Conduct and regulatory governing bodies standards of practice and guidelines (if a mental health nurse – RMN, and up to date registration with NMC).

To receive regular clinical and management supervision.

Appropriately and without undue delay seek support and consultation regarding individual cases.

Liaise with and develop positive partnerships and relationships with other professionals across school/ CAMHS / Social Care sectors / Community and voluntary agencies.

To maintain an awareness of current developments in the field of child and adolescent mental health services by attending training courses and workshops and having access to current literature.

To deliver school-based training to staff, pupils and parents.

To provide professional consultation to educational staff regarding emotional wellbeing of students.

Job Description – Mental Health Lead



Person Specification			
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	Essential	Desirable	Method of assessment
	<p>These are qualities without which the Applicant could not be appointed</p>	<p>These are extra qualities which can be used to choose between applicants who meet all of the essential criteria</p>	
Qualifications	<p>A good level of Maths and English.</p> <p>A degree or equivalent.</p> <p>Professional Mental Health Nursing Qualification with current NMC registration.</p> <p>Recent relevant child protection training.</p>	<p>Relevant LCSB Safeguarding Training to Level 2 (or equivalent).</p> <p>Additional Mental health Training in specialist areas relating to children or young people's mental health.</p>	Certificate
Experience:	<p>Experience of working with young people and their families.</p> <p>Experience of managing a caseload and maintaining accurate casework records.</p> <p>Substantial (2 years plus) post-qualification experience of working in Child and Adolescent Mental Health Service.</p>	<p>Experience of working in a School environment.</p> <p>Experience of dealing with complex cases.</p> <p>Leadership experience in the Mental Health Sector.</p>	Application and interview
Skills	<p>Excellent verbal and written communications skills.</p> <p>Good organisation and personal management skills.</p> <p>Problem solving skills.</p> <p>Ability to record information concisely and present reports.</p> <p>The ability to work independently and deal with a number of problems at the</p>	<p>Ability to gather and interpret data to inform strategy.</p> <p>Ability to present to small or larger groups of students, staff or parents.</p>	Application and interview

Job Description – Mental Health Lead



	same time, being able to prioritise.		
Knowledge	<p>Sound working knowledge of safeguarding.</p> <p>Understanding how external agencies work, what they do and when it would be beneficial to use them.</p>	Understanding and knowledge of the Independent School Sector.	Application and interview
Personal competencies and qualities	<p>Enthusiasm and commitment to working with young people and their families.</p> <p>Ability to respect sensitive and confidential work.</p> <p>Be a strong, reliable, dependable person, consistent in approach but maintaining a sense of humour.</p> <p>Be committed to reflective practice.</p>		Interview