

JOB DESCRIPTION

JOB TITLE:	Mental Health Worker - Care Provision
DEPARTMENT:	Care
RESPONSIBLE TO:	Home Management Team
SALARY/ GRADE:	Grade 8,9 : 25,188- 30,433 (Dependent on qualifications and experience)
HOURS:	40 Hours per week (flexible weekends & bank holidays)/52 Weeks per year

Vision and Values

The post holder will be expected to support, embrace, articulate and work with Sunfield's vision, values and purpose which is drawn from a long history of appreciation and integration of Rudolf Steiner's insights into human development. This is then braided with a practical, purposeful and therapeutic education and a homely and nurturing living environment that supports the physical, emotional and spiritual development of each child and young person who attends Sunfield. In addition, Sunfield supports families and carers, and looks to advance the public understanding through education and research.

The post holder is expected to treat each person, student and staff, with dignity and respect, ensuring high aspirations are met, and contribute to shaping the learning community of the School and home as part of Ruskin Mill Trust, always remembering that our core purpose is to improve the education and lives of our students and adults.

LIASON

To liaise with all staff employed by the Sunfield, Ruskin Mill Trust, professional bodies, external consultants, and any outside bodies as and when required.

JOB PURPOSE

- To fulfil a wide range of specific duties delegated by the Home Management Team enabling, inspiring and developing an outstanding home for children and young people in accordance with The Children's Homes (England) Regulations 2015 and Quality Standards for Children's Homes.
- To facilitate learning, care, mental health and welfare in a variety of different environments to support the waking day curriculum.
- To support the provision of a nurturing, tidy, safe, warm and beautiful home environment which does not feel institutionalised, but rather like a home which anyone would want to live in and yet which still meets the specific sensory and behavioural needs of each child and young person.
- To work alongside Care staff, to support, motivate and inspire colleagues by leading through example and experiences.
- To work in partnership with the Home Manager, Deputy Home Manager, the Head of Care and Care Support Workers as well as the Education and Therapy Teams.
- To actively promote integrated health professional working internally and externally

- To advise, encourage and share knowledge with other colleagues utilising the latest research and practice development, through literature and peer reviews

STATEMENT OF RESPONSIBILITIES

- Form credible and trusting relationships with all children and young people within the home, modelling positive behaviour and developing an understanding of each young person's specific needs.
- Support the team to understand behaviours through Coaching and mentoring.
- Encourage a culture of listening to children and taking account of their wishes and feelings, promoting their dignity and respect. Respect the young people's rights to confidentiality, complying with Sunfield's procedures.
- Ensure all staff work collaboratively and in partnership with children and young people, their families, education, health and psychology and therapy teams, local authorities and other external stakeholder, in order to meet their needs.
- To work therapeutically with children who sometimes deteriorate into a crisis position.
- To provide, at every opportunity, information, support, advice in promoting the mental health needs of children and young people.
- To ensure accurate recording of actions, and updating children/young people records, maintaining confidentiality at all times.
- To take part, and assist, in the planning and administration relating to day to day running of the care plans.
- To Support the development & facilitation of health plans.
- To plan and provide appropriate therapy services in consultation with users, carers and clinical teams within defined resources and using evidence based practice.
- To provide advice, support mentoring and training to the care staff team to enable them to develop their knowledge and skills.
- Welcome families and visitors to the homes and encourage their involvement in planning learning opportunities for the young people.
- To participate in the delivery of agreed Care programmes to all children and young people in the home and support staff to achieve this as well.
- Carry out domestic duties as required including cooking for students and staff.
- To provide nurturing and wholesome meals, using locally sourced ingredients where possible which connect the student to their local environments.
- To administer and undertake the administration/ collection and recording of medication in accordance with published guidelines, training and Sunfield policies and procedures with the exception of administering insulin injections.

CLINICAL FUNCTION

- To assist with planning interventions for children and young peoples' emotional and behavioural problems and enhancing the skills of Tier 1 professionals working in the field, where they are willing and able to carry out such work.
- To carry out joint and/or individual assessments of children and families with Primary Care professionals as required.
- To take health measurements as required and directed by the home management team
- To deliver specialist evidence based therapeutic interventions with a small caseload of children and families, keeping abreast of current training and practice in such areas.
- To provide support & guidance to others with the aim of improving skills, knowledge and facilitating reflective practice
- To liaise regularly with the Management Team and Registered Manager to collaborate and develop/provide integrated services.

- To liaise regularly with the Care Line Manager and Registered Manager concerning mental health services.
- To support training as part of the role including changes to professional development and to work in collaboration with the trust Heart Team Nurse.

WHOLE ORGANISATION, STRATEGY & DEVELOPMENT

- Participate in the referrals and transitions process for new child enquiries and departing young people in conjunction with the Referrals, Admissions and Transitions team.
- Work Closely with the therapy team to support implementation and strategies.
- Collaborate with colleagues from all departments and other relevant professionals within and beyond the organisation to secure the best outcomes for children and young people.

PROFESSIONAL DEVELOPMENT

- Participate in arrangements for the supervision and appraisal of your own performance.
- Take responsibility for improving your own professional development by keeping abreast of current best practice and through appropriate professional development, responding to advice and feedback from colleagues. Keep abreast statutory frameworks which set out our professional duties and responsibilities and upskill the home team accordingly.
- Participate in arrangements for their own further training and professional development including (but not limited to) Safeguarding, Safer Recruitment, HR Policy, Reflective Supervision and CALM (behaviour management) training.
- Learn how to access a range of resource material to support your own and other's professional development and learning.
- To keep up to date in clinical knowledge and skills. To attend training events and courses relevant to professional and service development, and to maintain a continuing professional development profile.

SAFEGUARDING

- Support the Home management team to ensure there are effective child welfare and child protection processes in place and these are followed in accordance with the Sunfield safeguarding policy and procedures
- Read, understand and adhere to the Sunfield safeguarding policy and procedures.
- Staff to be made aware of what action to take if they have a concern about the conduct of a colleague, the home manager or any member of staff employed at Sunfield and how to report these in accordance with the Sunfield policy and procedures.
- Operate safer recruitment principles, by being actively involved in the recruitment process, including ongoing vigilance.
- Ensure all staff are aware of the NSPCC Whistleblowing Helpline.

OTHER PROFESSIONAL REQUIREMENTS

- To reflect the philosophy of our Mission Statement in their everyday practice.
- To attend and participate in staff in-service training days as directed.
- To participate in work related continued professional development (CPD) and supervision programmes and develop professional and personal skills to achieve agreed targets.
- To work co-operatively with other staff within the Sunfield.
- To work with children and young people within Sunfield as and when required.
- To maintain a 'duty of candour' and to be open and honest at all times, ensuring that concerns are raised promptly through the appropriate management routes.
- To be responsible for the care and development for your working area.

- May, from time to time be required to work additional hours as shall be necessary to discharge properly your duties and responsibilities outlined in this job description.
- To undertake any other duties appropriate to this level of post which will evolve as the job progresses until the job description is reviewed.
- **Safe Working Practices for Adults working with Children** - It is the responsibility of each employee to carry out their duties in line with Sunfield Children's Home ethos and culture of safe working practices for Adults working with children and young people and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for. To comply with all the policies and procedures of the School including the Sunfield Safeguarding (Child Protection) Policy and Procedure.
- **Freedom of Information Act and Data Protection Act** - The post holder is required to comply with the above legislation and maintain awareness of the school's policies and procedures relating to the Freedom of Information and Data Protection Acts. Attention is specifically drawn to the need for confidentiality in handling personal data and the implications of unauthorised disclosure.
- **Equality and Diversity** - The post holder will be required to comply with and maintain awareness of Sunfield Children's Home policies relating to Equality and Diversity.
- **Health and Safety** - The post holder must at all times carry out his/ her responsibilities with due regard to Sunfield Children's Home policy, organisation and arrangements for Health and Safety at Work.
- **Flexibility** - All staff will be expected to accept reasonable flexibility in working arrangements and the allocation of duties to reflect the changing roles and responsibilities of Education and Children's Services. Any changes arising will take account of salary and status. They will also be subject to discussion with individuals or sections affected and with appropriate Trades Unions.

This job description sets out the duties and responsibilities of the post at the time it was drawn up. Sunfield is continually striving to improve their provision, therefore duties may vary with time, but will always be of a level commensurate with salary.

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Where the post holder is disabled or becomes disabled every effort will be made to supply all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job. If, however, a certain task proves to be unachievable job redesign will be given full consideration.

PERSON SPECIFICATION

Mental Health Care Worker

ESSENTIAL	DESIRABLE
Qualifications	
<ul style="list-style-type: none"> • Professional qualification, with evidence of continuing professional development, in a field relevant to child and adolescent mental health.eg Nursing, Social Work, Occupational Therapy • Full, clean driving licence. • Evidence of commitment to own continuous professional development. 	<ul style="list-style-type: none"> • Evidence of recent safeguarding training. • Evidence of clinical training in a field relevant to the post e.g. brief psychotherapy, solution focused approaches, cognitive behaviour therapy, motivational interviewing, or systemic work. • Post qualification experience in a mental health setting, working with young people or adults with mental illness.
Experience/ Knowledge	
<ul style="list-style-type: none"> • Sound experience of working with children and young people within residential care (Children’s Home (England) Regulations 2015) ideally with severe learning disabilities and profound autistic spectrum disorder. • Some experience of working with children and families, including work with child mental health needs. • To be able to recognise in children and young people a range of clinical and behavioural presentations. • Experience within a clinical/ mental health learning disability Organisation or very good understanding of the different mental health presentations based on diagnosis • Experience of working with difficult, disturbed or challenging children/young people requiring skilled and complex interventions. • Demonstrate skills to assess risk using already established assessment tools • Experience of assessment carried out autonomously in order to determine the most appropriate treatment plan from a range of options for the child/young person • Experience of mental health assessment • Experience of providing clinical interventions in different cultural contexts • Ability to work in partnership with children and families. 	<ul style="list-style-type: none"> • Experience of working with children and young people who have serious mental illness and their families and carers in the community • Experience of working with a range of professionals and external agencies. • Health and Safety Regulations.

<ul style="list-style-type: none"> • Experience of working with multi-agency partners and planning best outcomes for children and young people. • Experience of Child Protection and Safeguarding Management. • Experience of care planning and reviewing processes as well as developing behaviour plans and strategies to address challenging behaviour. • Experience of mentoring and clinical supervision of others • Working knowledge of supporting an Ofsted inspection. • Be able to physically engage with CALM physical intervention and restraint • Commitment to creating an environment which respects a person's independence and encourages their individuality. 	
Skills and Abilities	
<ul style="list-style-type: none"> • To have ability to assess client need, both mental health, health and social need • To have a sound understanding of how to work therapeutically with children who sometimes deteriorate into a crisis position. • Developing knowledge & skills to offer specialist mental health consultation to a wide number of professionals in the Children's workforce • Basic awareness of IT and IT skills • Ability to communicate clearly and effectively highly complex and sensitive matters to Children/Young people which give rise to psychological distress • Well-developed observational, listening skills are essential for monitoring the mental, emotional and physical wellbeing of children/young people • Ability to listen empathetically to children and young people and their families in order to work effectively in partnership • Ability to reflect on and critically appraise the performance of self and others • Evidence of high personal resilience and aptitude for dealing with challenging, potentially distressing and highly emotional clinical work 	<ul style="list-style-type: none"> • Mentoring/ Coaching experience desirable
Other	
<ul style="list-style-type: none"> • To be 'fit' to oversee the Home in accordance with the Children's Home Regulations (England) 2015. • Willingness to work according to a flexible rota including weekends and bank holidays within Sunfield's 24/ 7 services. 	

Demonstrate a commitment to:

- Equality of opportunity
- Promoting Sunfield Children's Home vision and values
- High quality, stimulating learning environment
- Relating positively to and showing respect for all members Sunfield and its wider community
- Ongoing relevant professional self-development
- Safeguarding and child protection