

## Job Description

Job title	Mental Health Worker-Specialist Assessment Team
Directorate	PEOPLE : Children and Adults
Division	Provider Services
Range	MPR 3
Reports to	Specialist Assessment Team Manager

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### Main purpose of the job:

As the Mental Health Worker, you are tasked with triaging identifiable and contributory needs to mental health presentations, developing suitable intervention and signposting plans primarily for adults to help reduce the impact of mental health and impoverished functioning upon parental capacity. With an overarching objective being to improve parental wellbeing factors and capacity to provide safe and responsive care to children, which in turn supports harm and/or impairment reduction for children.

You will need to bring the knowledge you have developed around how childhood and adult based trauma (including domestic abuse), personality disorder and other psychiatric diagnosis, substance misuse and learning difficulty or disability, neurodiversity, family systems, communities/environments may intersect with observable adult functioning and mental health presentation concern. Given, this consideration expertise will be essential in the development of more individualised and accessible change interventions and/or treatment plans.

As the Mental Health Worker, you will act as the conduit between parents or young people and mental health treatment providers (i.e. General Practitioners, Community Mental Health and Crisis Teams, Talking Therapy Services, Community Adolescent Mental Health Services/NELFT), plus alternative service providers (Kent MIND, MEGAN, etc). You will help parents or carers who refuse or face significant difficulties in engaging with services to overcome their own barriers, develop insight, contemplate change and find ways to increase their own motivation and priority to be part of a solution.

Liaise with stakeholders in a way that promotes the [vision and values](#) of the Council.

### Accountabilities and outcomes:

To work collaboratively with the Team Manager, Social Workers and other professionals within a multi-disciplinary framework and contribute to specialist assessments and interventions for parents or carers who have additional needs and are currently in pre-proceedings or care proceedings where parental mental health has been identified as being an area of concern for their children.

To identify the risks within the family and to the individuals due to mental health presentations, mitigate against those risks through harm reduction and other processes, actively support people to overcome barriers or contributory factors to adversity in their mental health and adult functioning, enable them to receive treatment and collaborate with Treatment Providers to achieve high quality familial outcomes.

To act as a point of consultation to social work colleagues in the wider statutory teams and be an accessible champion within the service for issues relating to adult mental health. You will stay abreast of research, including evidence-based approaches or the development/initiative of local services, to maintain your own subject matter expertise and contribute to the sharing of learning/best practice.

To offer a broad range of high-quality harm reduction advice. This advice will be offered in a supportive, non-judgemental way. You will not provide clinical care but will work in partnership with the treatment provider to ensure adequate support is available and being accessed. To monitor progress in treatment and will be asked to contribute to the specialist parenting assessments, focusing on the impact of parental mental health on children, interventions to reduce the ill-effects and commenting on the capacity observed of parents or carers to make the required changes.

You must be able to manage a variable and small individual caseload by planning your diary and recording analysis of the work you've provided. As part of this, you will be required to provide some short-term insight developing and/or change targeting interventions. For example, the deployment of counselling skills, CBT, DBT self-help skills training, mindfulness, mentalisation or any other regulation and effective self-care promoting approach.

To contribute towards delivering the council's vision for Children's Social Care to ensure the objectives and priorities are realised, whilst promoting and developing effective partnership working with other Council services and partner agencies to ensure efficient delivery of the service.

At the discretion of the Head of Service, such other activities as may from time to time be agreed consistent with the nature of the job described above.

### Key Corporate Accountabilities:

To work with colleagues to achieve service plan objectives and targets.

To understand and actively keep up to date with GDPR responsibilities, including completing regular refresher training.

Safeguarding is everyone's responsibility: all employees are required to act in such a way that safeguards the health and well-being of children and vulnerable adults.

To participate in the Performance Appraisal process and contribute to the identification of own and team development needs utilising the Career Development Framework.

To actively promote the Council's Fair Access, Diversity and Inclusion Policy and observe the standard of conduct which prevents discrimination taking place.

To ensure full compliance with the Health and Safety at Work Act 1974, the Council's Health and Safety Policy and all locally agreed safe methods of work.

To fully understand and be aware of the commitment to the duty under Section 17 of the Crime and Disorder Act 1998 to prevent crime and disorder.

Promote the Medway Carbon Neutral by 2050 commitment; supporting the Council action plan to ensure we play our part in addressing the climate emergency.

## Accountabilities to Children and Young People

The children and young people of Medway have said the following qualities are really important to them:

- Be a good listener.
- Be non-judgemental.
- Be consistent and stable.
- Be contactable.
- Understand me.
- Be honest.
- Be focused.
- Be realistic.
- Be a good timekeeper.
- Be resourceful in your approach.

Be ambitious for young people and promote others to share the same drive.

Champion Children and Young People's views and rights in everything you do.

Ensure Children and Young People's voices are listened to and acted upon.

'Do what you say and say what you do'.

## Organisation:

This role reports to the <TEAM MANAGER OF THE SPECIALIST ASSESSMENT TEAM>.

The post holder will not be required to line manage others but may be required to direct, coordinate or train other employees.

The post holder will be required to liaise with all stakeholders both internal and external to the organisation.

## Working Style:

FIXED - The post holder will be permanently based at [insert location], although they may be expected to work at any location across Medway.

## Person specification

All criteria at level A are considered essential unless stated otherwise.

### Qualifications

#### Level A

- GCSE's Grade 5 and above including English and Maths or equivalent qualification>

#### Level B (in addition)

- Child Protection Level 2 or working towards

NVQ4 in Working with families with multiple and complex needs or willingness to work towards

#### Level C (in addition)

- Educated to degree level (or equivalent) in a relevant discipline or demonstrable relevant experience of working with substance misusing service users

Degree related to working with Children and Families

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### Knowledge

#### Level A

- A good knowledge of substance use, mental health conditions, trauma informed care and other relevant intersecting areas.

#### Level B (in addition)

- Ability to use technical/specialist/policy and procedural knowledge and apply across a wide range of activities. Completes a range of complex tasks such as report writing and detailed assessments.

A strong understanding of evidence-based harm reduction advice for a broad range of substances.

#### Level C (in addition)

- <In addition to the above criteria, you will have specialist knowledge around policy, and theory, plus demonstrable experience in relation to working with adults who experience difficulties in their mental health. You will understand the impact of trauma informed care, the impact of adverse childhood experiences on a child's life chances, plus an ability to undertake complex tasks such as preparing reports for court following any assessments or interventions delivered to the individual. >

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### Experience

#### Level A

- Experience of targeted work with children, young people and families at risk

Experience of using IT to manage and track data and reports.

#### Level B (in addition)

- Demonstrable ability to instigate change and able to develop service objectives from strategy, ensuring teams are motivated and employee development is linked to service needs.

Experience of working with other partners and agencies in developing and implementing joint programmes

#### Level C (in addition)

- < Experience of offering support to adults who are experiencing challenges in terms of their mental health, using key theory in this area of specialised practice. You will be able to deliver interventions to children affected by parental mental ill health, in addition to their parents, and at the conclusion of this intervention, you will be able to provide holistic reports suitable for a range of audiences which will indicate motivation capacity >

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## Skills

### Level A

- Proficient in the use of Microsoft Word, Excel and Outlook
- Full driving valid for use in the UK and access to own transport for work purposes
- Ability to use written and oral communication skills to present varied information in an understandable way to a range of audiences.

Ability to use judgement and creativity to assess situations and solve varied problems and/or develop short term plans.

### Level B (in addition)

- Demonstrable experience of thoroughly analysing information, and considering alternative solutions, adapting to new ways of working where necessary.

Ability to work within defined procedures and can work independently, using initiative to deal with straightforward situations, referring to supervisor/line manager for unusual or difficult problems.

Ability to carry out tasks which impact on the wellbeing of people, including assessing needs, implementing care/welfare, implementing regulations, providing guidance on internal procedures and interpreting policies and procedures to meet specific circumstances or problems.

### Level C (in addition)

- <In addition to all of the above, you will be able to support young people and their families who are facing complex difficulties by attending strategy and other professional meetings in the interest of safeguarding.>