**Job Description**

**Mental Health Specialist**

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| Job Details | |
| **Grade** | 5 |
| **Number of Posts** | 1 |
| **Department** | Family Drug & Alcohol Court |
| **Reporting to** | Family Drug & Alcohol Court Manager |

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| Who Are We? |
| We are Birmingham Children’s Trust.  ‘Working Together to make Birmingham the greatest city to grow up in.’  The sole purpose of Birmingham Children’s Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.  Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trusts objectives.  Birmingham Children’s Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.  **Our Vision:**  Our vision is to build a Trust that provides excellent social work and family support for and with the city’s most vulnerable children, young people and families.  We will do this:   * with compassion and with care. * through positive relationships, building on strengths. * in collaboration with children, young people, families and partners. * by listening, involving and including. * in ways that are efficient and deliver value for money.   Success will mean significant progress towards these outcomes:   * healthy, happy, resilient children living in families. * families able to make positive changes. * children able to attend, learn and achieve at school. * young people ready for and contributing to adult life. * children and young people safe from harm.   **Our Values:**    ONE **T**EAM                        ACCOUNTABILITY AND **R**ESPONSIBILITY                                                              Q**U**ALITY AND INNOVATION                                                RELATION**S**HIPS                                        HIGH SUPPOR**T** HIGH CHALLENGE |

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| **Key Responsibilities** |
| An exciting opportunity has arisen for a Specialist Mental Health and Interventions worker in the Family Drug and Alcohol Court Team.  The post holder will form part of a multi-disciplinary specialist team to support families in Birmingham and Solihull, who have children subject to care proceedings being held in the Family Drug and Alcohol Court, (FDAC). FDAC provides a problem solving, therapeutic approach to care proceedings that aims to improve the outcomes for children by helping parents address the issues that have put their children at risk of harm. It seeks to address the entrenched drivers and behaviours behind the issues giving rise to proceedings, including domestic abuse, substance misuse and poor emotional wellbeing to achieve safer and more sustainable family reunification and ensure swifter placement with permanent carers when that reunification is not possible. The approach throughout is informed by an understanding of trauma.  The model is of a specialist court operating within the framework of care proceedings. The specialist multidisciplinary FDAC team, which includes adult and child focussed practitioners, is attached to Birmingham Family Justice Courts. It advises the court and links the parents into relevant local community services as well as developing and delivering a tailored intervention and support plan for the family.  We are seeking an enthusiastic individual who has experience working with people suffering with a variety of mental health issues in clinical/therapeutic settings and someone who is capable of offering a range of interventions including CBT, DBT and compassion focussed therapy to support parents going through FDAC in order to address and reduce their mental health needs in partnership with a range of services.  Team support and supervision is a key aspect of FDAC to enable staff to provide thoughtful and intensive work for parents who have survived significant difficulties in their lives |
| * Complete specialised assessments of parents and implement interventions to address key issues including mental health, substance misuse, domestic abuse, and parenting. |
| * Draw up plans for the formal assessment and treatment of needs based upon a formulation of the family’s problems, taking in account multiple theoretical perspectives and using methods based upon evidence of efficacy |
| * Deliver a range of therapeutic interventions including a range of mental health interventions, motivational interviewing, harm minimisation, risk management and safety planning, cognitive behavioural work, healthy relationships and substance misuse interventions and other therapeutic techniques. |
| * Complete review formulations with the FDAC team. |
| * Evaluate the progress that the family have made to provide a team recommendation on the outcome of proceedings |
| * To complete risk assessments and risk management plans for parents and provide guidance and advice on aspects of risks management. |
| * Prepare reports for internal use and for external agencies as required |
| * To produce timely and comprehensive Court reports on progress |
| * To attend Court as necessary and provide feedback to the Judiciary and parties to proceedings |
| * To maintain a high standard of records |
| * To hold a caseload of parents and be responsible for coordinating their assessment, support and interventions plans, communication with other agencies and professionals |
| * Work with parents to build insight and understanding into their presenting issues promoting the FDAC values of problem solving, restorative practice, continuity of care, openness and honesty, child-centred lifestyle and abstinence from drugs and alcohol |
| * Work with parents to build insight and understanding in to the wellbeing and needs of their children as well as strengthening relationships. |
| * Work with parents to build insight and understanding around the impact of any experienced trauma and poor emotional wellbeing and to encourage parents with highly complex needs to engage with services and support. |
| * Work with parents to enable them to use practical skills to help them to manage problematic emotions and behaviours |
| * To work with the team and other services to look at delivering group support and inventions for those experiencing poor mental health and/or complex developmental trauma; such as anxiety, depression, PTSD and traits associated with personality disorders |
| * To liaise and work jointly with other health and social care staff, from a range of agencies, supporting the care provided to families |
| * Identify any additional referrals which may be beneficial for the family and child and support access to future mental health support |
| * Make highly skilled evaluations and decisions about assessment and treatment options taking into account both theoretical and therapeutic models and highly complex factors concerning historical and developmental processes that have shaped the individual, family, group or network. |
| * To undertake community-based drug and alcohol screening within a family home and other community-based settings |
| * Attend and support multidisciplinary review intervention planning meetings to monitor and sustain the family’s changes |
| * Communicate in a highly skilled and sensitive manner information concerning the assessment, formulation and treatment plans in relation to families who are on FDAC caseload |
| * To attend staff meetings as required |
| * To be willing to take part in training relevant to both individual and team development |
| * To attend and contribute to group supervision |
| * To attend and deliver FDAC team training and development days; sharing knowledge and skills around working with areas such as acute episodes of poor mental health, self-harm, suicidal thoughts, anxiety, depression, complex developmental trauma, PTSD and episodes of psychosis |
| * Provide consultation and training for professionals, families/carers where appropriate |
| * Raise awareness about and review as appropriate, the protocols that exist between the FDAC Team and other community services and child protection services |
| * To receive managerial and clinical supervision and be appraised regularly, in line with project policy |
| * To ensure and promote safeguarding compliance within the teams |
| * To recognise and work within the ethos of the FDAC team |
| * To be proactive in promoting, developing and facilitating training associated with Birmingham and Solihull FDAC |
| * To adhere to all policies and procedures |
| * To continually be aware and up to date on the development of policies, legislation and working practices as relevant to Birmingham Children’s Trust, Solihull Metropolitan Borough Council and the Judiciary |
| * All staff are required to attend and participate in mandatory training including fire and health and safety training |
| * To remain up to date with theory, evidence-based literature and research to support evidence-based practice in individual work and work with other team members |
| * To support the planning and implementation of systems of clinical audit for the evaluation, monitoring and development of the clinical service offered by the FDAC. To incorporate nursing frameworks in the audit process |
| * To participate in regular reviews of the team’s activities |
| * To collect and provide statistics related to the work of the team as required by the team manager. |
| * Such other responsibilities allocated which are appropriate to the grade of the post. Due to the nature of the role this may include working across locations and outside of standard working hours |
| * To maintain registrations and adhere to the professional guidelines and Standards; codes of practice and codes of conduct as stipulated by the regulatory body |
| * To ensure the development, maintenance and dissemination of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes |
| * To receive regular clinical professional supervision from the clinical lead or where appropriate another senior colleague |
| * To keep up to date on developments and research that relate to substance misuse |
| * To attend conferences and workshops associated with mental health and psychiatry or related topics and keep abreast of developments in current trends, issues and research in mental health care, in line with the Service and Team training policy |
| * To adhere to clinical and research governance guidelines, including attendance at recommended and mandatory governance-related trainings and continuing professional development and participation in clinical effectiveness activity, including keeping up-to-date and accurate clinical records. |

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| **Key Information** | |
| Is a Safeguarding Check needed? | Dropdown Options:  **Not Required**  Or   |  |  |  |  | | --- | --- | --- | --- | |  | **Children** | **Adults** | **Children and Adults** | | Basic |  |  |  | | Enhanced |  |  | x | |
| Will this position have Line Manager Responsibility? | * No |

**Person Specification**

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| **Essential Criteria** | | |
| Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview;  P = Presentation; Q = Qualifications | | |
| **CRITERIA** | **Method of Assessment (M.O.A)** | ESSENTIAL |
| Qualifications | AF/Q | Minimum of degree level training in a relevant profession e.g.: mental health nursing, social work, counselling/or substantial training and experience in a relevant mental health field |
| Qualification | AF/Q | Further substantial training in at least one relevant therapeutic modality. E.g. CBT, EMDR, DBT |
| Experience | AF/I | Experience of working with vulnerable adults and families where there are issues with mental health, substance misuse and domestic abuse |
| Experience | I | Knowledge of relevant legislation and policies including child protection best practice, research and legislation |
| Experience | AF/I | Experience of undertaking assessments using a variety of mental health assessment approaches |
| Experience | AF/I | Experience of holding a case load and taking responsibility for coordinating the care of each case |
| Experience | AF/I | Experience of developing intervention plans and delivering a range direct intervention; including experience of using psychological formulations to inform interventions |
| Experience | AF/I | Experience of risk assessment and reviewing risk |
| Experience | AF/I | Experience of monitoring, recording and reporting to line manager |
| Experience | I | Sound knowledge of legislative framework pertinent to the role e.g. The Children Act 1989, Misuse of Drugs Act 1971 |
| Experience | I | Knowledge of current NHS policy and implications for practice |
| Skills | I/E | Following and implementing safeguarding processes for adults and children |
| Skills | AF/I | Evidence of effective written and verbal communication skills, including providing reports |
| Skills | AF/I | Evidence of IT skills including use of Microsoft Word, Excel and Outlook |
| Skills | AF/I/E | Commitment to evaluative and audit processes/experience of audit and outcome monitoring |
| Skills | I/E | Commitment to evaluative and audit processes/experience of audit and outcome monitoring |
| Skills | AF/I | Excellent communication and interpersonal skills on a 1-2-1 basis and within groups |
| Skills | I/E | Ability to effectively manage time, priorities and resources |
| Skills | AF/I | Commitment to team work |
| Skills | I/E | Ability to reflect and review practice with commitment to personal and professional development |
| Skills | AF/I | Evidence of personal resilience and aptitude for dealing with potentially distressing and highly emotional clinical work |
| Skills | I | Motivated and enthusiastic |
| Skills | AF/I | Excellent recording and report writing skills |
| Skills | I | An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by **Part 7 of the Immigration Act 2016** |
| Skills | AF/I | Experience of supporting adults to understand the impact of parental mental health difficulties on children |
| Skills | AF/I | Experiencing of delivering emotional wellbeing/ mental health/parenting group work programs |
| Skills | AF/I | Experience of working with family’s subject to care proceedings |
| Skills | AF/I | Experience of working alongside or within the Court system |
| Desirable Criteria | AF/I | Experience of working with a restorative and/or trauma informed model of care |
| Desirable Criteria | AF/I | Commitment to and experience of working with Child Protection and Children’s Social Care Services |
| Desirable Criteria | AF/I | Experience of training and developing others’ practice |
| Desirable Criteria | I | Current driver’s licence with vehicle suitable for business use |
| Desirable Criteria | AF/I | Experience of working in a multi-disciplinary team |
| Other | I | Understanding of your regulatory body Code of Conduct and Scope of Professional Practice, Child Protection and court processes and working together to safeguard children |
| Other | I | Understanding of confidentiality/information sharing issues |
| Other | I | Able to travel independently in the area |
| Other | I | Flexibility to work outside 9-5 when required |
| Other | I | Car Driver, with valid driving license |

**At Birmingham Children’s Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.**