## Job Description

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| Job Title: | Child and Adolescent Mental Health Nurse |
| Reference: |  |
| Reports to: | Mental Health Lead |
| Responsible for: | No Line management |
| Salary range: | Band 6 £35,392 - £43,742 FTE depending on experience (£30.355.44 - £37,517.17 pro rata) |
| Contract: | Full or part time hours considered, term-time only |

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| Main purpose of the role: | Working closely with Academy staff, this role will support our children across both primary and secondary school by offering a high-quality assessment and evidence base therapeutic interventions. |
| Main duties: | 1. To offer high quality assessment and interventions ensuring high standards of clinical practice when working with all children, young people and their families/carers
2. To provide evidence-based therapeutic interventions to children, young people and their families/carers
3. To identify and assess any children and families in need, and to work in partnership with Primary Care, Children’s Centres, Children’s Services, Voluntary Sector and other appropriate agencies, to deliver care within the local area.
4. To promote and enhance health and wellbeing to children and their families through assessment, implementation of individualised health care plans and evaluation of care.
5. To ensure that services provided comply with the standards set out in CQC
6. To work closely with the Mental Health Lead, Designated Safeguarding Lead and their team
7. To provide evidence-based practice and ensure services are policy driven and child centred.
8. Enhancing own performance by continuously developing own knowledge and skills by attending meetings and conferences as appropriate. Read relevant journals and other publications to continually update knowledge
9. To work within NMC guidelines and to national and Academy policies and procedures.
10. To deal with any immediate problems or emergencies according to the academy’s policies and procedures.
11. Undertake any other duties, which from time to time may be required and be relevant and commensurate with the role, as deemed necessary by the Principal.
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|  | **Essential** | **Desirable** |
| Qualification | * NMC registration
* At least 3 years post qualifying experience
* Evidence of Continuing Professional Development relevant to the role.
 | * Child and adolescent Mental Health experience*.*
* Experience of working within an education setting
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| Experience | * Proven strong effective leadership and people management skills.
* Ability and commitment to lead the Academy’s drive to secure a transformational change in aspiration and standards.
* Experience of supporting pupils/students of differing abilities and backgrounds.
* A strong awareness of whole school and wider educational issues and current developments
* Have experience of implementing a variety of de-escalation strategies in challenging situations involving young people.
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| Skills | * Demonstrable ability to build effective working relationships with a range of colleagues and stakeholders, including parents/carers, teachers and external professionals.
* Demonstrable ability to communicate effectively in both oral and written form - for writing learning and support plans, reports on pupil/student progress, and training and guidance for staff.
* Creative and innovative.
* Excellent facilitation and presentation skills suitable up to and including senior managers.
* Data and IT literate with good IT skills.
* Excellent organisation and time-management skills - needed for prioritising and balancing a busy and varied workload.
* Empathy and emotional intelligence - in order to recognise and be sensitive to the needs of pupils/students and parents.
* Analytical and problem-solving skills - necessary for analysing school, local and national data and developing appropriate strategies and interventions.
* Understanding of child protection, safeguarding and bullying issues and able to demonstrate understanding of own accountabilities.
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| Qualities | * Able to confidently liaise with senior colleagues including in formal settings.
* Confident in operating flexibly and pragmatically in the face of shifting expectations and pressures.
* Personal and professional authority and resilience.
* Able to credibly challenge established assumptions and ways of working and make a valuable contribution to influencing organisational culture.
* Empathetic, tactful and diplomatic.
* Solution focused, working collaboratively and collegially with colleagues and stakeholders.
* Excellent inter-personal skills.
* A willingness and ability to develop specialist knowledge and keep up to date with local and national policy and developments.
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