

1. Advertisement

Post Title: Psychological Wellbeing Practitioner (or Graduate mental health practitioner)

School/department: Division for the Student Experience / Wellbeing, Therapeutic and Residential Life Services

Hours: 37.5 hours per week, 1.0 FTE No flexibility on how these hours are worked due to being part of an out-of- hours rota.

Location: Brighton, United Kingdom

Contract: Permanent

Reference: 21423

Salary: starting at £37,099 to £44,263 per annum, pro rata if part time

Placed on: 29 August 2023.

Closing date: 25 September 2023. Applications must be received by midnight of the closing date.

Expected interview date: To be confirmed

Expected start date: As soon as possible

An exciting opportunity has arisen for a Psychological Wellbeing Practitioner (Graduate Mental Health Practitioner) to join the University **Wellbeing, Therapeutic and Residential Life Services** which is part of the Student Experience Division. This position requires a dynamic and experienced mental health practitioner to be part of a forward-looking team delivering evidence-based interventions which foster student autonomy and resilience.

The role-holder will work under supervision within a multi-disciplinary team delivering high quality, brief, outcome-focussed, evidence-based interventions for students experiencing mild to moderate mental health difficulties using Cognitive and behavioural techniques. The role will also incorporate a range of casework, care-planning, risk assessment, proactive wellbeing advice and campaigns; alongside opportunities to develop an effective internal and external network.

The successful candidate will have completed an IAPT low intensity or PWP training course accredited by the BPS on behalf of the IAPT programme; or a Level 6 Psychological wellbeing practitioner apprenticeship; or a PG Cert in Mental Health Practice. Additionally, the successful candidate will have proven experience of effective strong experience of working with people struggling with their mental health including experience in crisis intervention and of managing risk. Experience in motivational interviewing, health promotion and delivering psycho-educative workshops would be advantageous.

Key Working relationships: Students from across the University, all academics and professional services within schools, Division of the Student Experience, Student Union, external partners including Primary and Secondary NHS Services



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Please contact Jane Hoyle jh898@sussex.ac.uk if you have any queries, but please ensure that you read the Job description thoroughly first. For full details and how to apply see our



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[vacancies page](#) *The University of Sussex values the diversity of its staff and students, and we welcome applicants from all backgrounds.*

2. The School / Division

Please find further information regarding the school/division at
<https://www.sussex.ac.uk/about/strategy-and-funding>
<http://www.sussex.ac.uk/schoolsandservices/professionalservices/student-experience>
<https://www.sussex.ac.uk/study/terms-and-conditions/access-agreements>

Job Description for the post of: Psychological Wellbeing Practitioner

Job Title:	Psychological Wellbeing Practitioner
Grade:	Grade 7
School/Division:	Wellbeing, Therapeutic and Residential Life Services (Student Experience Division)
Location:	Health Centre (Therapeutic Services)
Responsible to:	Head of Wellbeing, Therapeutic and Residential Life Services and Lead Practitioner, Therapeutic Services
Direct reports:	n/a
Key contacts:	Student Experience Division, Health Centre, Primary and Secondary Care networks, key school student experience staff

Role description:

You will work as a member of a multidisciplinary team offering support to students experiencing mental health, psychological and wellbeing difficulties.

The role-holder will work under supervision within a multi-disciplinary team delivering high quality, brief, outcome-focussed, evidence-based interventions for students experiencing mild to moderate mental health difficulties using Cognitive and behavioural techniques and other evidence based approaches. The role will also incorporate a range of casework, care-planning, risk assessment, proactive wellbeing advice and campaigns; alongside opportunities to develop an effective internal and external network.

You will assess student needs in partnership with the Mental Health Nurse Practitioner, Therapy Team, Disability Advisors (mental health) and other mental health practitioners within the Student Experience division. You will do this in line with current equality and diversity legislation and assist the university to embrace its responsibilities regarding reasonable adjustments for students with wellbeing and mental health difficulties.



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You will act as one of the liaison points with university and external staff (e.g. Physical Health, Mental health and other Statutory or Voluntary Sector agencies) and will be required to facilitate excellent support for students with acute mental health and/or wellbeing needs. Delivery of the services outlined may involve face to face therapeutic interventions for individuals and groups, in addition to group information sessions. These sessions will be delivered on campus and remotely via digital and online software.

Your interventions may include: Low level intensity CBT • Wellbeing Triage and assessments • Mental health advice, support and referral to clinical interventions • Referral to counselling and other psychological therapies or psychosocial interventions • Case management and co-ordination • Contributing to the provision of support to students in crisis/at risk of suicide or self-harm • You will operate flexibly incorporating a range of casework, care-planning, risk assessment, evidence-based interventions, proactive wellbeing advice and campaigns; alongside opportunities to develop an effective network.

Job purpose and overview

1. To work with colleagues from across the University and Student Union in embedding activity that will support the mental health and wellbeing of students. This will encompass four key areas, risk management and assessment, interventions/case work/ referral and training / psychosocial and psychoeducational groups
2. Work with colleagues to provide urgent risk assessment and support / oversee the management of complex, unwell students who require unplanned intervention or care.
3. To be a supportive and informative point of contact for any university staff who need advice or guidance about managing the mental health and wellbeing of students. Development of close working with university staff and external agencies to promote a mentally healthy university and to provide proactive self-care and interventions for our students and training for staff.
4. Participation in any relevant university processes related to the mental health and wellbeing of students, alongside attendance at meetings, liaison with university and external colleagues, and co-ordination of individual student care, as required, ensuring excellent communication at all levels.

KEY RESPONSIBILITIES

1. **To work with colleagues from across the University and Student Union in embedding activity that will support the mental health and wellbeing of our students. This will encompass four key areas: Policy and procedure, risk management and assessment, interventions/case work/ referral and training and psychosocial/psychoeducational groups**
 - 1.1 To provide group and person specific, evidence based mental health support for students. Provide low intensity interventions to students requiring mental health support, ensuring that they are managed appropriately, and processes are followed, in a confidential and compassionate manner

- 1.2 Pro-actively assess need in relation to group support (psychosocial / psychoeducational groups) that students will benefit from at different parts of the student lifecycle. Design, develop and deliver a suite of flexible and responsive support groups and training for students that reflects need and encourages self-care.
- 1.3 To maintain a caseload, provide triage and assessment, and referral onwards if necessary (IAPT, GPs, specialist services and university support services) to students who are triaged from other advice and guidance services requiring support
- 1.4 To maintain relationships with other care providers and stakeholders across the university and NHS or external agencies, in order to provide holistic, joined up care for students both on and off campus
- 1.5 To work closely with teams across the Division, sharing best practice whilst inputting into the development and review of all policies, procedures and pathways in relation to mental health and wellbeing.
- 1.6 To ensure accurate, up to date record keeping and the processing, storage and sharing of student data in accordance with agreed confidentiality and data protection policies and procedures.
- 1.7 To actively participate in regular clinical supervision in order to ensure competence

- 2 Work with colleagues to provide urgent risk assessment and support / oversee the management of complex, unwell students who require unplanned intervention or care.**
- 2.1 In cases of crisis or urgent mental health need, to escalate for urgent risk assessment and triage,
- 2.2 To conduct urgent risk assessments in person or if necessary, by telephone or by virtual means.
- 2.3 Actively participate in case review meetings providing direction, making appropriate referrals and case managing where needed
- 2.4 To be part of the on call out of hours duty rota responding to emergencies only (1 week in 6)

- 3 To be a supportive and informative point of contact for any university staff who need advice or guidance about managing the mental health and wellbeing of students.**
- 3.1 Actively discuss cases within the boundaries of confidentiality, to support university staff in supporting student mental health.
- 3.2 Work directly with staff to understand ongoing training needs and develop, review and deliver as appropriate in conjunction with other staff within the Division.

- 3.3 To participate in multidisciplinary teamwork (MDT) across the university and with other external sectors to ensure joined up care, and efficient use of resources, in the provision of support services to all students
 - 3.4 To engage with and participate in wider (population based) approaches to educating students, raising awareness of mental health and services, and promote healthy approaches to living.
- 4 Participation in any relevant university processes related to the mental health and wellbeing of students, alongside attendance at meetings, liaison with university and external colleagues, and co-ordination of individual student care, as required, ensuring excellent communication at all levels.**
- 4.1 Collaborate and work with NHS and other agencies to ensure that university students' interests are represented, build close working relationships with local healthcare providers, including the on-campus GP service, develop pathways and improve communication between university services and NHS or other local relevant health and wellbeing related organisations.
 - 4.2 Take an active role in Imminent Risk, Cause for Concern meetings, Case Reviews and Fitness to Study/Practice procedures and processes including the review and continuous improvement of procedures and pathways as required.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

The post holder may be required to carry out any other reasonable duty commensurate with the role.

The role will include rota'd out of hours work during evenings and weekends. (1 week in 6)

PERSON SPECIFICATION

ESSENTIAL CRITERIA

Qualifications

1. Educated to first degree level or relevant equivalent experience
2. Professional relevant mental health/counselling /therapeutic qualifications e.g. IAPT low intensity or PWP training course accredited by the BPS on behalf of the IAPT programme, or Level 6 Psychological wellbeing practitioner apprenticeship. Or PG Cert Mental health practice.
3. Current professional accreditation / registration with an appropriate and recognised professional body

Knowledge and Experience

4. Knowledge of legislation relating to Mental Health and Disability
5. Excellent knowledge and understanding of the issues students face and the support needs of HE students experiencing mental health conditions at a range of different levels
6. Proven experience in the delivery of mental health and/or counselling support to individual clients/students including responding to students in distress or crisis
7. Knowledge and understanding of current mental health practice within the NHS and voluntary sectors and of relevant NHS and voluntary sector organisations - including knowing how and when to make effective referrals into these services.
8. Experience of designing and delivering low level interventions to students as part of a proactive preventative approach to mental health and wellbeing
9. Experience of managing a large, complex caseload
10. Knowledge of Safeguarding responsibilities and their application
11. Experience of caseload management in an environment that supports vulnerable adults, those experiencing mental health, wellbeing, and other difficulties
12. Experience in the development and delivery of training and/or workshops to students and professionals
13. Experience of providing short-term focussed individual therapeutic interventions to students both individually and as part of a therapeutic group

Skills

14. Excellent triaging skills
15. Flexible, proactive, 'can do' approach with the ability to work at pace, with agility and efficiency
16. Excellent interpersonal skills, able to communicate effectively with students, staff, and parents/guardians over the telephone and in person and the ability to establish effective working relationships with key stakeholders
17. Clear experience and skills in how to assess and manage risk (including risk to self and others) including undertaking risk assessments using a recognised assessment framework (such as CORE or PHQ9 etc.)
18. Ability to manage relationships sensitively with distressed students and tolerate and manage high levels of risk
19. Excellent IT and administrative skills, including administrative self-sufficiency (e.g. email & diary management, case load recording, letter-writing)
20. Ability to deliver training, presentations, group work and psycho-educational content
21. Ability to balance the need to share information appropriately to ensure the effective management of risk with the need for confidentiality and compliance with data protection legislation

Additional Information

This role will require an enhanced DBS check