

## Groundwork London Job Description

**Job Title:** Trainee Education Mental Health Practitioners

**Responsible to:** Clinical Lead, Service Leads & Line Manager

**Responsible for:** N/A

**Location:** Schools and other education settings across Southwark, as well as other appropriate settings in the Borough.

### Job Background:

Groundwork's Education Wellbeing Team (ewt) is part of a national, government-funded, pioneering programme transforming mental health and wellbeing provision for children and young people via early intervention in educational settings. The ewt achieves this through three core functions: delivering evidence-based interventions for children and young people, supporting schools to develop a whole-school approach to wellbeing, and providing consultation, advice and signposting to ensure timely access to support. The service was launched in Southwark in January 2022 and currently works across 60 primary and secondary schools, with plans to expand over the next academic year. The ewt is dynamic, flexible and diverse, representing the community which we serve.

The Educational Mental Health Practitioner (EMHP) role is a unique paid training opportunity, where candidates study an accredited one-year Postgraduate Diploma in Education Mental Health Practice at King's College London (Denmark Hill campus), and work alongside existing ewt staff to deliver evidence-based individual low-intensity CBT interventions with children, young people and their parents/carers. EMHPs also deliver one-off workshops within schools and in the community, group work, remote courses and staff training.

All applicants to the Education Mental Health Practitioner Programme will be required to undertake Postgraduate Diploma level training at King's College London (KCL) alongside a work placement, with placement days increasing from two to four throughout the year of study.

Applicants will need to be ready to start work in early January 2027 and posts cannot be offered to candidates unless they can guarantee this start date.

**Candidates must be accepted to study at KCL to successfully be offered the role.**

### Main Objectives:

- Deliver evidence-based interventions for children, young people and their parents/carers in education settings with mild to moderate mental health problems
- Supporting schools with developing, implementing and embedding a Whole School Approach (WSA) to wellbeing
- Supporting children and young people within education settings who present with more severe problems to access / be signposted to more specialist services
- Supporting and facilitating staff in education settings to identify, and where appropriate manage, issues related to mental health and wellbeing
- Developing a working practice of and engagement with issues of power, discrimination and diversity throughout the systems where the work is carried out
- Fulfilling the requirements of and completing a Postgraduate diploma at Kings College London (Denmark Hill campus) to enable progression to a fully qualified EMHP; including completing written academic essays, submitting recordings of clinical work and evidencing a portfolio of work conducted.

## Key Tasks & Responsibilities:

- Support children and young people, experiencing mild to moderate mental health difficulties, through evidence-based low-intensity CBT interventions
- Deliver indirect clinical work to parents/carers of children experiencing mild to moderate mental health difficulties, through evidence-based low-intensity CBT interventions
- Engage with regular clinical supervision to develop as a reflexive therapeutic practitioner willing to try new ways of working, and to challenge oneself
- Develop excellent working relationships with relevant school staff and other partners
- Provide support and guidance to relevant school staff in implementing Whole School Approach (WSA) to wellbeing
- Show evidence, in a variety of forms, that assessment and intervention is provided from an inclusive values base, which recognises and respects diversity.
- Maintain accurate and timely confidential records
- Can work remotely from home, and travel to various locations in Southwark
- Gain understanding of the needs and issues most pressing for Southwark residents to ensure that MHST support is relevant to the populations needs, considering equality, diversity and inclusion in practise
- Develop local knowledge and the ability to signpost children, young people, their families and/or school staff to appropriate external services
- Gain and practice a range of interventions related to provision of information and support for evidence based psychological treatments.
- Keep coherent records of all training and clinical activity in line with both health and education service protocols and use these records and outcome data to inform decision making.
- Complete all requirements relating to data collection.
- Show evidence of working within a collaborative approach, involving a range of relevant others when indicated. Specifically, work in collaboration with teachers and other educational staff, parents, children, young people and the wider community to enhance and broaden access to mental health services.
- Contribute to the development of individual or group clinical materials or training materials and go on to develop further such materials as falls within own degree of competence.

## Training & Supervision

- Attend and fulfil all the requirements of the training element of the post including practical, academic and practice-based assessments and assignments to successfully complete the PG Diploma as part of becoming a fully qualified EMHP.
- As well as attendance at the University for training, fulfil private study requirements to enhance learning and prepare assignments for examination, for at least one day a week.
- Apply learning from the training program directly to practice through the course.
- Receive practice tutoring from educational and clinical providers in relation to course work to meet the required standards.
- Prepare and present case load information to supervisors within the service on an agreed and scheduled basis, to ensure safe practice and the governance obligations of the trainee, supervisor and service are delivered.
- Respond to and evidence the implementation of improved practice because of supervisor feedback.
- Engage in and respond to personal development supervision to improve competences and practice.
- Be involved in the evaluation of the course.

- Disseminate research and service evaluation findings through presentations and supervisory discussions.

## Professional

- Ensure the maintenance of standards of own professional practice according to both the post holder's employer and the Higher Education Institution in which they are enrolled.
- Ensure all children and young people are appropriately safeguarded against harm, with all safeguarding issues to be reported as a matter of priority in line with both Groundwork and the educational setting policies
- Ensure that confidentiality is always protected.
- Ensure that any risks or issues related to the safety and wellbeing of anyone the post holder comes into contact within the course of their professional duties are communicated and shared with appropriate parties to maintain individual safety and the public interest.
- Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- Participate in individual performance review and respond to agreed objectives.
- Keep all records up to date in relation to Continuous Professional Development and the requirements of the post and ensure personal development plans maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant educational opportunities in line with identified professional objectives

## Other Responsibilities

- At times, deliver services and duties on wider Groundwork Youth Projects.
- Can work flexibly in accordance with organisational needs
- Undertake training to develop work related skills and knowledge.
- Undertake any other related responsibilities commensurate with the evolving objectives of the post and the evolution of the Trust, as may reasonably be requested by the Director.
- Ensure the effective implementation of and adherence to, the Trust's Diversity, Equal Opportunities and Health and Safety policies and procedures.
- All staff; the Board and volunteers will actively support in their daily operations and duties Groundwork London's Environmental Management System and carbon reduction.
- Work with due regard for Groundwork's core values and objectives.
- Share best practice and achievements, actively seeking opportunities to present outcomes and case studies.
- Contribute to the learning of others across the organisation by sharing knowledge and skills both informally and formally by participating in the trust's training and development programme.

**Oct 2026**

**HR 201/2319**

## Person Specification – Trainee Educational Mental Health Practitioner

**Note to Applicant:** When completing your application form, you should demonstrate/evidence of your experience, knowledge, skills & education in your application based on these criteria for the post. The grid also shows at which stage of application and interview these are scored.

| Criteria |                                                                                                                                                                                                                                   | Essential or Desirable | Application Form | Interview | Task or Portfolio | Certificates or Qualifications |
|----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|------------------|-----------|-------------------|--------------------------------|
| 1        | Undergraduate degree, upper second class or above, in Psychology or related subject. Candidates who do not hold an undergraduate degree but do have all other essential criteria may still be considered on a case-by-case basis. | D                      | ✓                |           |                   | ✓                              |
| 2        | Ability to research, study and write academic assignments to the standard expected at Postgraduate level                                                                                                                          | E                      | ✓                |           | ✓                 |                                |
| 3        | Previous experience of working with children and young people                                                                                                                                                                     | E                      | ✓                | ✓         |                   |                                |
| 4        | Knowledge of the educational system in England                                                                                                                                                                                    | D                      |                  | ✓         |                   |                                |
| 5        | Knowledge of children and young people gained through academic study in child development, child wellbeing or mental health                                                                                                       | D                      |                  | ✓         |                   |                                |
| 6        | Ability to learn in a variety of settings and using a variety of learning methods, including remote delivery of teaching                                                                                                          | E                      | ✓                |           | ✓                 |                                |
| 7        | Ability to use email, internet search, MS Office 365 or similar to a high standard for communications, record keeping and data management.                                                                                        | E                      | ✓                |           |                   |                                |
| 8        | Ability to study as a self-motivated learner who can formulate their own progress towards learning objectives and negotiate pathways to achievement with supervisory teams                                                        | E                      | ✓                | ✓         |                   |                                |
| 9        | Full, enhanced and current satisfactory DBS disclosure for the role                                                                                                                                                               | E                      | ✓                |           |                   |                                |
| 10       | Ability to personally manage a sensitive, traumatic and potentially emotionally distressing caseload                                                                                                                              | E                      | ✓                | ✓         |                   |                                |
| 11       | Excellent oral and written communication skills                                                                                                                                                                                   | E                      | ✓                | ✓         | ✓                 |                                |
| 12       | Flexibility to travel to meet the requirements of the post                                                                                                                                                                        | E                      | ✓                |           |                   |                                |
| 13       | Demonstrates the ability to be a team player through listening, sharing ideas and supporting colleagues to reach the teams goals                                                                                                  | E                      | ✓                | ✓         |                   |                                |
| 14       | Good time management and organisational skills                                                                                                                                                                                    | E                      | ✓                | ✓         |                   |                                |
| 15       | Able to meet the physical requirements of the role after reasonable adjustments have been made for any illness or disability                                                                                                      | E                      | ✓                |           |                   |                                |
| 16       | Willingness to be flexible in work patterns and to fulfil occasional evening and weekend duties                                                                                                                                   | D                      | ✓                |           |                   |                                |
| 17       | A commitment and understanding of equality, diversity and inclusion in practice                                                                                                                                                   | E                      | ✓                | ✓         |                   |                                |

*Appointment to this role is subject to an enhanced DBS through the Disclosure and Barring service*