

JOB DESCRIPTION:
Mental Health Practitioner (Integrated Community Response)

Job title:	Mental Health Practitioner (Integrated Community Response)
Grade:	Pay scale NJC Pt.18 - Pt. 28 £31,537 - £39,152 (pro-rata)
Contract end date:	<ul style="list-style-type: none"> There are 2 posts available. 1 practitioner will be based in Salford at the West Family Hub (Little Hulton) and the other in the Salford Central Hub (Broughton). Fixed term 12-month contract subject to funding, with the possibility of extension.
Annual Leave:	27 days per annum (pro rata)
Responsible to:	Service Manager or Senior Practitioner (Integrated Community Response)
Location:	Located within community settings, primarily in Manchester, Salford or Trafford but some travel across Greater Manchester. One day per week is required at our HQ in central Manchester.
Hours of work:	37.5 hours per week (Full time).
Job Summary:	<p>You will deliver short-term, responsive de-escalation and resilience building, solution focused, emotional wellbeing and mental health support to young people 11–25 years old in community-based settings.</p> <p>The role is in partnership with the NHS, social care and VCSE organisations so that practitioners can respond effectively to a young person's immediate needs.</p> <p>The ICR model places 42nd Street practitioners in identified mental health, social care and VSCE teams and community-based settings where young people regularly present with episodes of psycho-social distress and risk.</p> <p>The role also links to the Greater Manchester Children and Young Peoples Crisis Care Pathway providing crisis stepped down support for young people in distress (Safe Zones)</p> <p>The role supports vulnerable young people who have experienced trauma. Young people may also have experience of one of more of the following: social care involvement; crisis presentation with a statutory mental health service; known to or on the edge of the criminal justice system; survivor or witness of violent crime; care experience or edge of care.</p> <p>The model also includes strengthening partnership working, capacity building and aligning of services across the system and across sectors and is expected to reduce the need for crisis/acute services and ensure that where referrals are made they are appropriate, high quality and meet the young people's needs.</p> <p>Specifically, the post holder will be responsible for:</p> <ul style="list-style-type: none"> Assessing vulnerable young people that present to the service and ensuring a young person-centred, psycho-social, advocacy approach underpins all support interventions. Acting as a key practitioner for integrated delivery models in collaboration with other organisations across Salford, Manchester and Tameside and more widely across Greater Manchester. Leading on de-escalation, assessment and screening processes alongside young people. Supporting young people to access appropriate services and opportunities across education, health, social care and voluntary community and social enterprise (VCSE) organisations. Delivery of timely and effective support interventions, in line with agreed service standards and working to best practice.

	<ul style="list-style-type: none"> Contributing to the 42nd Street Duty/Welcome team. Contribution to the learning and development of practitioners across the wider integrated project team. <p>Post holders will deliver services that best support young people and integrate with the setting that they are assigned to work with. This may mean working weekends and anti-social hours.</p>
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KEY TASKS

1. CLINICAL:

- 1.1. Accept referrals via agreed protocols within the ICR partnership service, providing consultations to partners to enable referrals that reflect the needs of the young person.
- 1.2. Provide 1-1 mental health and emotional well-being support to young people, mostly face to face (telephone, text based, and remote working are also options).
- 1.3. Work with young people to identify and access suitable and timely support across health, social care and VCSE services.
- 1.4. As part of the 42nd Street Duty/Welcome Team screen referrals for suitability into the organisation liaising with young people/referrers where required, provide de-escalation support/risk assessment to young people in distress, respond promptly to enquiries made into the organisation from young people, parents/carers and professionals.'
- 1.5. Formulate, implement, and deliver intervention plans with young people and partners.
- 1.6. Use highly developed communication skills in working with young people to understand their personal and often very sensitive difficulties and where appropriate advocate with them and on their behalf.
- 1.7. Exercise autonomous, professional responsibility for the assessment and therapeutic support of young people in line with the service.
- 1.8. Educate and involve family members and others in project settings where appropriate, conveying relevant information with sensitivity.
- 1.9. Adhere to an agreed activity contract relating to the number of therapeutic sessions offered, and sessions delivered per week in order to minimise waiting times and ensure that support remains accessible and convenient.
- 1.10. Attend multi-disciplinary meetings and support the workforce development across the project

- 1.11. Complete all requirements relating to data collection within the service and support others where necessary.
- 1.12. Keep coherent records of all therapeutic activity in line with service protocols and support others to do the same.
- 1.13. Work closely with other members of the team, in specific identified settings, ensuring appropriate step-up and step-down arrangements are in place to maintain a stepped care approach.
- 1.14. Liaise with other health and social care staff from a range of agencies in the support of young people, ensuring integrated and joined up care plans centred around young people's needs.
- 1.15. Use regular supervision and external supervision to reflect and identify areas for personal and professional development.

2.0 PROFESSIONAL

- 2.1. Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BPS, UKCP, BABCP).
- 2.2. Mental Health Practitioners will adhere to the core principles of the Mental Capacity Act (MCA) 2005, ensuring that the rights of the young person to information, effective support and self-determination are protected.
- 2.3. Ensure that young people's confidentiality is always protected.
- 2.4. Ensure clear professional objectives are identified, discussed and reviewed on a regular basis as part of continuing professional development (CPD).
- 2.5. Attend external clinical, internal managerial supervision and team meetings on a regular basis as agreed with Manager.
- 2.6. Participate in individual performance review and respond to agreed objectives and contribute to the performance review/management of colleagues where appropriate.
- 2.7. Keep timely, up to date records pertaining to all of your work with young people
- 2.8. Attend relevant conferences / workshops and training in line with identified professional objectives.

3. Shared with all workers:

- 3.1 To ensure that the values and principles underlying the organisation's mental health and emotional well-being support with young people are maintained and developed. These include an active commitment to anti-discriminatory practice and to ensuring that services are accessible to those young people who are often excluded from such services, for example, black young people, disabled young people, gay, lesbian, bisexual and trans young people.
- 3.2 To contribute to ensuring that young people have a voice within 42nd Street to effectively influence internal practice and policy and practice and policy at a local, regional and national level
- 3.3 To be aware of and ensure compliance with legal requirements and internal policies with particular reference to information governance, data protection, confidentiality, health and safety, and safeguarding children and vulnerable adults.

- 3.4 Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BPS, BACP, HCPC, HSCIC, UKCP, BABCP).
- 3.5 To contribute to the development of 42nd Street through active involvement in team meetings, consultations and other relevant systems and structures.
- 3.6 To maintain all relevant information systems including monitoring, recording and personnel systems.
- 3.7 To be involved in staffing 42nd Street's Duty/Co-Worker system.
- 3.8 To participate in managerial and external supervision and have an active involvement in professional development opportunities at 42nd Street
- 3.9 To maintain safe systems of work at all times and take care of your own safety, and that of colleagues and others who may be affected by your activities.
- 3.10 To undertake any other duties that may be required which are commensurate with your role.
- 3.11 To undertake any requests made by the Management Team at 42nd Street that is relevant to this post.
- 3.12 To provide some of your work at times other than office hours so that the service is accessible. This means regular evenings until 8pm (up to two per week) and some weekends.

This is not an exhaustive list of duties, only a general guide to the post. In consultation with the post-holder, the duties may change from time to time to reflect the changing needs of the service

PERSON SPECIFICATION: Mental Health Practitioner (Integrated Community Response)

Note to applicants: The ideal post holder should meet all the essential requirements detailed below. Consideration will be given to desirable requirements if there are more than 6 candidates who meet all the essential requirements. With reference to the requirements under **item 5** where it is referenced 'application' it is sufficient to **indicate agreement** to commit to the identified professional areas.

	SELECTION CRITERIA	METHOD OF ASSESSMENT	ESSENTIAL	DESIRABLE
1.0	Training, Qualifications & Experience			
	The successful candidate will have:			
1.1	A relevant professional qualification in counselling, therapy, youth work, social work or 3 years' professional experience of working with young people.	✓ Application	X	
1.2	Experience of assessing the needs of young people from diverse backgrounds.	✓ Application ✓ Interview	X	
1.3	Experience of supporting young people who are distressed and need support to remain safe and to reduce risky behaviours and thoughts.	✓ Application ✓ Interview	X	
1.4	Experience of working with vulnerable young people with complex lives and/or with mental health difficulties.	✓ Application ✓ Interview	X	
1.5	Experience of working alongside young people to plan, develop and evaluate support plans, using young person-centred approaches.	✓ Application ✓ Interview	X	
1.6	Experience in working closely with a variety of multi-disciplinary professionals across agencies and sectors.	✓ Application ✓ Interview	X	
1.7	Experience of delivering training to multi-disciplinary teams.	✓ Application ✓ Interview		X
2.0	Knowledge			
	The successful candidate will be able to demonstrate knowledge and understanding of:			
2.1	Understanding the needs of young people including an awareness of issues of diversity and the social and cultural context of their lives.	✓ Application ✓ Interview	X	
2.2	Knowledge of the broad issues surrounding emotional wellbeing / mental health services for young people.	✓ Application ✓ Interview	X	
2.3	Proficient ICT skills including use of Microsoft Office applications.	✓ Application	X	
2.4	A working understanding of risk management including safeguarding, confidentiality and data protection.	✓ Application ✓ Interview	X	
3.0	Skills & Abilities			
	The successful candidate will be able to:			
3.1	Engage young people individually and in groups using creative and young person-centred methods, models and processes.	✓ Application ✓ Interview	X	
3.2	Liaise with and develop key relationships with partners and colleagues.	✓ Application ✓ Interview	X	

3.3	Communicate positively, effectively and sensitively in person and in writing with a variety of audiences.	✓ Application ✓ Interview	X	
3.4	Plan, organise and prioritise own workload and manage time effectively.	✓ Application ✓ Interview.	X	
4.0	Professional Commitment			
	The successful candidate should be able to demonstrate commitment to:			
4.1	Ensuring that issue of equality and a respect for diversity is reflected in all aspects of work.	✓ Application	X	
4.2	Work at locations across Salford and Manchester and be prepared to work some evenings, weekends and anti-social hours.	✓ Application	X	
4.3	Continued professional development through undertaking training and participating in other learning opportunities.	✓ Application	X	
4.4	Recognition of the need to be accountable for work through supervision, performance management and other relevant processes.	✓ Application	X	
4.5	Work as part of a team, contributing to 42 nd Street's effectiveness, quality of services, skills and expertise.	✓ Application	X	