



A MENTAL HEALTH SOCIAL MOVEMENT

OFF THE RECORD (BRISTOL)

8-10 WEST STREET, OLD MARKET, BRISTOL, BS2 0BH · 0808 808 9120
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Job Pack

Whole School Approach Practitioner (Mental Health Support Team - MHST) (South Glos. OR North Somerset)

Thank you for your interest in this role, please find below some information to help you decide if you would like to apply. In the interests of equality CVs will not be accepted, so please apply via the website. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

The closing date for this role is **31st October 2025 at 11:59pm**. Candidates shortlisted for interview will be informed by email - we are not able to offer individual feedback to unsuccessful candidates at application stage.

If you have any questions about the role, contact people@otrbristol.org.uk

The Whole School Approach Practitioner (WSAP) role is an 18 month pilot project. The WSAP will support EMHPs within the MHST to embed the 8 principles of promoting children and young people's mental health and wellbeing in schools. This will include the co-ordination and delivery of emotional wellbeing and mental health workshops for children and young people in schools, delivery of activities which promote positive mental health and wellbeing for school-based staff and work with EMHPs to increase confidence and competence of school staff in recognising and supporting students with mental health and emotional wellbeing difficulties.

The service will be available Monday to Friday 9-5pm, though there may be times when workshops or community work are required in evenings or at weekends and it is essential that the post holder is flexible.

Role Summary

Job Title	Whole School Approach Practitioner (MHST)
Salary	OTR Band B+ Starting salary £27,768 (pro rata)
Hours	37.5 hours per week
Contract	Fixed term for 18 months
Leave	Flexible – our basic entitlement is 32 days (pro rata), however OTR operates a flexible annual leave policy which entitles you to request as much leave as you would like and need
Pension	With The People's Pension – up to 3% employer contribution on qualifying earnings
Location	Based in South Gloucestershire or North Somerset. South Gloucestershire: 2 Horfield Road, St Michael's Hill, Bristol, BS2 8EA and OTR, 8-10 West Street, St Phillips, Bristol, BS2 0BH North Somerset: 40a Rodney Road, Backwell BS48 4HW With regular travel across OTR's geographical footprint - Bristol, North Somerset, and South Glos. (BNSSG)
Accountable to	Clinical Service Manager (CSM) within the Avon & Wiltshire Partnership (AWP) as well as into the Senior Leadership Team (SLT) at OTR
Job Purpose	The WSAP will support EMHPs within the MHST to embed the 8 principles of promoting children and young people's mental health and wellbeing in schools. This will include the co-ordination and delivery of emotional wellbeing and mental health workshops for children and young people in schools, delivery of activities which promote positive mental health and wellbeing for school-based staff and work with EMHPs to increase confidence and competence of school staff in recognising and supporting students with mental health and emotional wellbeing difficulties.
Key Relationships	<ul style="list-style-type: none"> • OTR's Chief Executive Officer • OTR's Membership, Therapeutic Services, and Management Teams • OTR Staff and Volunteers • AWP Service Lead (MHST) • AWP CAMHS Locality Managers • AWP Primary Mental Health Specialist • OTR Head of Clinical Services • Senior School and Multi Academy Trust staff members cross the BNSSG area • External CYP agencies • Exeter University CYP-IAPT Programme • Local Education Authority, Public Health, and Clinical Commissioning Group (CCG) • Key community organisations • BAME Mental Health Network

Role Description

Service Delivery	<ul style="list-style-type: none"> • Work with EMHP's to embed a WSA to promoting children and young people's mental health and wellbeing across schools • Assist with delivery of the WSA annual cycle including audits and action plans and support EMHPs to deliver a range of WSA activities including psychoeducation groups, assemblies and workforce training. • Develop WSA activities to meet needs highlighted through audits, with support from EMHPs and Clinical Leads • Design and develop a range of packages and resources in line with identified needs in schools, with support from EMHPs and Clinical Leads. • Coordinate the delivery of surveys across education settings and collate responses. Work with EMHPs to formulate actions and recommendations in collaboration with school MHLs. • Collate school surveys and use the results to inform the Service Development Improvement Plan. • Contribute to annual school reports that reflect the MHST activity in individual schools throughout the year. • Support EMHPs to deliver MHL forum meetings to share best practice. • Through participation and engagement ensure the views of CYP, MHLs and other key stakeholders are used to inform service delivery. • Work with EMHPs to develop initiatives that support school staff wellbeing. • Plan and co-ordinate activities delivered by the EMHPs where needed. • Disseminate public health information/initiatives as part of a whole team approach, including creating and distributing relevant resources. • Participate in and contribute to team meetings in order to remain up to date with organisational developments. • Ensure all communications are received and dealt with in a courteous, sensitive and professional manner. • Keep clear, professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making. • Use the acquired skills, knowledge and abilities to deliver a service based within educational settings that builds on, and reinforces, but does not replace those initiatives that already exist within these environments.
Developing Effective Relationships	<ul style="list-style-type: none"> • Be a proactive member of the team and reflect AWP and OTR values. • Actively work towards developing and sustaining effective working relationships with schools, education settings and partner agencies in accordance with Joint Working Agreements/Service Level Agreements. • Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise to promote effective information sharing. • Be an advocate and social activator that helps vulnerable and marginalised groups access our service. • Build relationships across services to ensure joint delivery of care
Managing Self	<ul style="list-style-type: none"> • Prioritise own workload within agreed objectives agreed with manager • Participate in regular supervision in accordance with AWP and OTR policy. • Take responsibility for own learning and professional development in line with AWP Learning and Development framework and guidelines for professional practice. • In conjunction with own line manager, take responsibility for shaping

	<p>and directing your assigned specialist themed lead area of work and supporting others in the development of their themed area.</p> <ul style="list-style-type: none"> • Participate in the AWP and OTR performance review process and respond to agreed objectives. • Take responsibility for own and others' health and safety in the working environment. • Ensure that confidentiality is upheld at all times in line with AWP and OTR policy. • Ensure safeguarding responsibilities are delivered in line with role and competency level. • Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant AWP and OTR policies, procedures and guidelines. • Maintain accurate records in line with the AWP and OTR policies and procedures.
General	<ul style="list-style-type: none"> • To engage in training and development appropriate to the role. • To commit to the core values and beliefs of OTR, including young people's empowerment and participation. • To ensure all paper and electronic personal records are always managed and stored safely in line with OTR policies • To respect and maintain the confidentiality of all staff, volunteers and young people at OTR internally and with external agencies.

Person Specification

	Essential	Desirable
Education & Qualifications	<ul style="list-style-type: none"> Foundation degree in relevant field or equivalent skills/knowledge and experience 	
Experience	<ul style="list-style-type: none"> Experience of working within or with educational settings Experience of delivering training and/or group psychoeducation work to a range of partners Experience of delivering mental health/wellbeing psychoeducation to children, young people, and their families Experience of using data to identify local need 	<ul style="list-style-type: none"> Experience of leading Personal Social Health Education or equivalent Experience of delivering school pastoral support Teaching qualification Experience of navigating complex social systems and environments, who may have conflicting priorities or agendas
Knowledge	<ul style="list-style-type: none"> Understanding of mental health and emotional wellbeing issues that affect children, young people, and their families Safeguarding children and adult's guidance and legislation Data Protection guidance and legislation Knowledge of the Whole School Approach to mental health and wellbeing in schools 	
Skills & Abilities	<ul style="list-style-type: none"> Computer literate Excellent oral and written communication skills Excellent time management and organisation skills Ability to work within educational settings to increase mental health awareness within staff group Ability to teach others about mental health 	
Personal Qualities	<ul style="list-style-type: none"> Access to own transport and ability to travel to multiple sites across Bristol, North Somerset, and South Glos., sometimes on the same day. A willingness to work flexibly, including some evenings and weekends. Collaborative and diplomatic. Supporting and encouraging. Resilient; able to model good self care. Values led with a personal commitment to equality, diversity, social justice and change. A strong personal interest in and commitment to the 	<ul style="list-style-type: none"> A full, clean driving license.

mental health and wellbeing of
children and young people.

About OTR and AWP

OTR and AWP work in partnership to deliver a high-quality mental health service for young people within the Mental Health Support Teams (MHST).

OTR

OTR is a mental health social movement by and for young people. The charity is at an exciting stage of its 60-year history and is proud to be reaching more young people than ever before (over 17,000) across Bristol, South Gloucestershire, and North Somerset with creative and diverse mental health and wellbeing information and support.

Our approach to mental health is grounded in a set of beliefs and assumptions that underpins all our work. We believe in celebrating diversity, empowering and mobilising young people to make change, and that catering to the unique strengths, interests and circumstances surrounding young people is key. Our approach centres on collaboration and partnership, building relationships between individuals, peers and communities.

Each day is as engaging and fulfilling as the last, and with a network of supportive, community minded people, we hope you'll feel welcome here. As a thank you, we like to compensate our employees for the important work they do with a range of benefits including a flexible leave policy, healthcare cost assistance with HealthShield, flexible and hybrid working arrangements, enhanced sick pay, parental leave, continual training and development, and many in-house events and initiatives.

At OTR, whatever your role or professional background, you will be expected to work in a way that is anti-oppressive and inclusive. A key focus for OTR is to develop an organisation that is inclusive for all but we do not claim to be experts in this. We are committed to continuous learning and improvement in these areas and invite you to join us on this journey.

OTR recognises the benefits to individual practice and organisational credibility of having a diverse community of staff and volunteers and to this end is continually working towards building and maintaining an environment which values and pursues diversity accordingly.

We recognise that tackling systemic inequality, prejudice, racism and oppressive practice requires each of us to actively engage, self-examine and make changes where necessary, to improve access and equitable experience for all in society and all of those who come through our doors at OTR.

What we value:

- **Championing Humanity:** valuing the inherent dignity of each and every person, supporting and celebrating expression of identity in all its forms
- **Being Curious:** taking an interest in how things work and could be improved, noticing and exploring perceptions and experiences whether collective or individual
- **Positive Disruption:** naming systems, structures, and attitudes that hinder supportive social change, seeking ways to overturn barriers to progress
- **Seed Sowing:** with an eye to the potential of the long term, seizing present moments and opportunities to set in motion shifts to benefit young people
- **Deeply Rooted:** carefully developing systems and processes that ensure our operations are secure, safe and dependable, supporting effective communication and making accountability clear

What we believe:

- Our offer should be inclusive of all cultures and identities
- Young people have unique strengths, interests and circumstances
- The world around us impacts our wellbeing

- Placing young people at the heart of our work
- Innovating and evolving to improve our offer for young people
- Relationships are what make the difference
- The power of partnerships

AWP

Your behaviours should reflect AWP **PRIDE** values:

Passion:

- Doing my best all of the time
- Everything I do is in the interests of everyone who uses our services
- I am positive and enthusiastic in my work
- I am receptive to new ideas and service improvements
- I actively seek opportunities to learn and develop

Respect:

- Listening, understanding and valuing what you tell me
- I show compassion and kindness at all times
- I am a team player and support my colleagues
- I listen carefully and communicate clearly
- I respond positively to differences of opinion

Integrity:

- Being open, honest, and straightforward and reliable
- I encourage and value feedback from others to help me develop
- I try to always do what I say I will do
- I am open and honest about when things have not gone well
- I raise concerns and report incidents that arise

Diversity:

- Relating to everyone as an individual
- I try to listen without judging
- I actively take account of the needs and views of others
- I understand and support the benefits that diversity brings to my team

Excellence:

- Striving to provide the highest quality support
- I set high standards for my work and personal conduct
- I plan my workload and deliver on my commitments
- I make best use of available resources
- I put forward ideas to improve the quality of services