

Job Description and Person Specification

Mental Health Worker - Families First Team (FFT)

A Lambeth to be proud of



Job Title:	Mental Health Worker — Families First Team (FFT)
Department:	Children, Families and Education
Division:	Families First Partnership (FFP)
Business Unit:	Families First Team (FFT)
Grade:	PO1
Reports to:	FFT Team Manager

Context

The Mental Health Worker strengthens multiagency decision-making, supports safe early-help responses, and contributes to preventing unnecessary escalation to Child in Need (CiN) or statutory services.

Job Purpose

- To provide **rapid, specialist mental health assessment and brief intervention** within the FFT **10-day assessment and action window**, ensuring early identification of parental or young person mental health issues that may impact child safety, parenting capacity, or family functioning.

Responsibilities

1. Specialist Mental Health Assessment

- Deliver **swift mental health triage** to identify needs related to anxiety, depression, trauma, low mood, emotional dysregulation, crisis indicators, or emerging risk.
- Assess how mental health intersects with risks such as domestic abuse, substance misuse, housing instability, SEND/CWD issues, and debt-related stress.
- Provide clear, concise specialist analysis to social workers and senior practitioners, supporting the quality of the FFT analytical summary.

2. Early, Targeted Mental Health Intervention

- Provide brief, structured intervention such as:
 - Emotional-regulation strategies
 - Psychoeducation
 - Low-intensity support
 - Safety planning and crisis-de-escalation
- Advise on and facilitate access to appropriate community mental health provision, talking therapies, GP-led care, or NHS specialist services where needed.

3. Contribution to the 10-Day FFT Model

- Provide mental health assessments and interventions within the **10-day FFT timeframe**, enabling timely and defensible decision-making.
- Contribute to Day-1 planning, helping define realistic outcomes related to mental health within the short-term intervention window.
- Respond promptly if mental health deteriorates during FFT involvement.

4. Multiagency Collaboration

- Work closely with Domestic Abuse, Substance Misuse, Housing, Debt, SEND/CWD specialists, Senior Social Workers, FFT Social Workers, and Edge-of-Care capacity.
- Provide expert mental health input into **weekly allocation and decision-making panels**, helping uphold thresholds and safeguard accuracy.
- Liaise with GPs, IAPT/talking therapy providers, CAMHS, community mental health teams, and VCS mental health services as needed.

5. Safeguarding & Escalation

- Identify where mental health concerns meet **inclusion** criteria for FFT (e.g., parental mental health with engagement) and where they meet **exclusion** criteria requiring escalation (e.g., unmanaged risk, crisis, severe impairment).
- Share information proportionately and lawfully using FFT consent guidelines.
- Contribute specialist mental health risk summaries for cases requiring senior sign-off before progression to CiN or statutory routes.

6. Recording, Closing, and Step-Down

- Maintain timely, accurate records of assessments and interventions.
- Provide specialist input to closure summaries or warm step-down to Family Hubs or community/national mental health pathways.
- Support the FFT dashboard by contributing data around timeliness, early-help outcomes, and safeguarding quality indicators.

PERSON SPECIFICATION
Mental Health Worker -Families First Team (FFT)

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A).			Shortlisting Criteria
You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.			
If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (✓) on the person specification when you complete the application form.			
For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.			
Qualification	Q1	Relevant qualification in mental health, counselling, psychological wellbeing, nursing, or equivalent (e.g., PWP, DSO, mental health support worker background)	✓A
	Q2	Evidence of CPD in trauma-informed practice, emotional wellbeing, or safeguarding	✓A
Key Knowledge	K1	Good knowledge of common mental health presentations in adults and young people	✓A
	K2	Good knowledge of impact of parental mental health on parenting capacity and child wellbeing	✓A
	K3	Good understanding of trauma-informed practice and early intervention models	✓A
		Capable of writing concise, analytical summaries that inform decision making.	
	K4	Knowledge of Working Together 2023 safeguarding guidance and early help expectations	✓A
	K5	Awareness of how mental health interacts with other vulnerabilities (DA, poverty, housing instability, substance misuse, SEND/CWD)	✓A
	K6	Competent in risk identification, safety planning, and escalation decision making.	✓A
Relevant Experience	E1	Experience supporting adults or young people with mental health needs in community, early-help, education, health, or VCS settings — essential	✓A
	E2	Skilled in completing effective mental health triage and brief intervention within short timeframes	
	E3	Experience in multiagency safeguarding contexts — desirable	
		Confident communicator in multiagency settings, including formal panels.	
	E4	Experience contributing specialist input to early-help or rapid-intervention models — desirable	✓A
		Strong engagement skills with ability to build rapport quickly	

Core Values and Behaviours		Equity • Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. • Ensure fairness and justice is at the heart of my decision making and support to my team and others. • Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. • Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part • Take positive action to ensure everyone in my team has opportunities to learn and grow at work • Encourage everyone to be themselves at work and value who they are • I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness • Treat each member of my team with respect and dignity just as I would want for myself. • Encourage each member of my team to do their very best work and am available to them to provide support and guidance. • Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way	

		• I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	
		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	

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