

**Student Mental Health and Wellbeing Adviser (1.0FTE)
Student Support and Development
Permanent**

The Role

Dimensions

Job title	Student Mental Health and Wellbeing Adviser
Location	Student Support and Development
Reports to	Student Support Manager
Purpose	<p>To facilitate the optimal engagement, participation and achievement of students with complex and enduring mental health conditions at Glasgow School of Art (GSA).</p> <p>To be a key partner in managing risk, providing crisis support and professional guidance to students and to staff in relation to supporting student wellbeing and meeting statutory requirements in the learning environment.</p>

The Student Support and Development Department at GSA offers a range of support interventions and services. The delivery of these is currently structured around the following functions:

- Learning Support and Development: which includes language and study skills and services for disabled students.
- Welfare: support and guidance in relation to the practicalities of student life e.g. funding, finance, accommodation, immigration, visas and so on.
- Student Counselling Service: professional, time limited counselling.

The Student Mental Health and Wellbeing Adviser will provide additional services to students working closely with colleagues in the department.

Principal Accountabilities

- To provide, and as appropriate coordinate, individualised support to GSA students who experience acute, complex or enduring mental health difficulties that are hindering their ability to function fully in the core aspects of their studies.
- To respond to, support and refer vulnerable or at risk students and those in crisis or with immediate needs appropriately.
- To provide information and advice to staff across GSA in relation to supporting student mental health and wellbeing in the learning environment.

Main Duties

- Provide case work support to students with mental health difficulties
 - Use specialist professional expertise and experience to offer support and advice to students
 - Assess complex presentations, including assessing student's psychological distress and level of risk (e.g. suicide)
 - Decide on appropriate interventions, including where an urgent response is required and where further support would best be offered

- Determine, deliver and monitor reasonable adjustments and support requirements in discussion with the student and in liaison with colleagues as appropriate.
 - Refer students to appropriate services and liaise with relevant parties.
 - Offer specialist mental health and wellbeing mentoring to students including where relevant self-care, medication regimes and relapse prevention
 - Monitor progress and support adjustments to therapeutic or study related interventions as necessary
 - Work with students to determine when there may be a need to prioritise treatment over current continuation of studies
 - Have responsibility for casework administration and management; keeping accurate records and case notes to safe, professional and ethical standards.
- With management supervision and support collaborate with colleagues to plan and deliver appropriate interventions for students in crisis or complex situations which involve mental health concerns – usually through responding to requests for help or advice
 - Work with colleagues in the containment of student crisis situations and facilitate effective contact with appropriate internal and external partners assuming a case management role where appropriate.
 - Liaise with the student counselling team over students with complex presentations and accept referrals as appropriate.
 - Liaise with Learning Support Tutors and Disability Support Advisers in their work with prospective and current students who disclose a mental health disability accepting referrals as appropriate
 - Develop and maintain links with local GPs and NHS Mental Health Services in order to establish close working relationships and facilitate referrals to these services.
- Actively contribute to the development and enhancement of mental health and wellbeing support provision across GSA through working collaboratively to:
 - Assist in the development and coordination of institutional policy and practice with regard to students with mental health difficulties including fitness to study.
 - Develop, plan and deliver resources and training for GSA staff relating to the support of student mental health and wellbeing.
 - Provide short focused groups or workshops to students and contribute to the development of workshop material
 - Work closely with the Student Support Manager to build and maintain relationships, networks and awareness with key stakeholders within and beyond GSA e.g. NHS and voluntary sector providers and where required undertake a case management role
 - Contribute as appropriate to the development of practice and protocols
 - Undertake continuing professional development aligned with personal and departmental objectives

- Undertake any other duties as may reasonably be required by the Head of Student Support and Development.

This is a new role within the student support framework at GSA and the post holder will initially need to develop the role; working with the Student Support Manager and Head of Student Support and Development to:

- Identify the boundaries of provision in the context of need
- Develop a working relationship with the various stake-holders within GSA as well as with the local mental health services
- Establish working protocols and policies that enable the delivery of professional services to students and liaison between services.

Relative priorities and commitments will be influenced by the academic cycle and the development and maturity of the post. The post holder will be required to be flexible and willing to adapt to the changing needs of students, the department and GSA as the post develops. It is however anticipated that the post holder will in due course contribute to the support of students that are vulnerable or at risk for a range of reasons, ensuring that they receive appropriate support and determining an effective and proportionate response with monitoring and review of delivery as required.

Relationships

Principal Internal Contacts:

- Directly accountable to the Head of Student Support and Development for all clinical work
- Reporting to Student Support Manager and working closely and collaboratively as part of the Student Support team, in line with service policies and procedures.
- GSA students
- Staff across GSA as appropriate

Principal External Contacts:

Networking, liaising and collaborating with a wide range of clinical and non-clinical agencies to facilitate sharing of information, good practice and effective coordination of GSA and externally based services including mental health and other health professionals.

Person Specification

Experience / qualifications

- The post-holder will be educated to degree level and be a professionally qualified and Registered Mental Health Nurse, Mental Health Social Worker or similar.
- The post-holder will be able to demonstrate:

- Substantial experience of working with a client caseload in mental health services
- Specialist expertise in the assessment of mental health needs and the assessment of risk,
- Knowledge of the range of mental health and other relevant services available where external referral is required.
- Experience of the professional application of statutory frameworks relevant to mental health and illness, including equality legislation.
- A sound understanding of higher education and of the developmental issues common to students. This should include an understanding of the impact of mental health problems on students' capacity to learn and work effectively in a higher education environment.

Additional requirements

- The post-holder will be resilient, and able to manage a demanding and complex caseload without undue stress; a measured, robust and professional approach is essential.
- A willingness to work flexible hours including occasional evening and weekend work is expected. There will be no obligation for the post-holder to operate on an on-call basis.

Skills and attributes

The post holder will demonstrate:

- Excellent interpersonal and relationship building skills and the ability to work with students with complex needs in a dynamic learning environment
- Excellent written and verbal communication skills
- Well-developed computer literacy particularly in relation to the use of email and word processing. The ability to develop and manage web-based resources is desirable
- Excellent organisational, administrative and time management skills
- Proven ability to work flexibly and to manage a varied work load
- Ability to work independently and with others using managerial supervision appropriately
- The ability to work as part of multidisciplinary and cross institution teams
- The ability to exercise sound and informed professional and operational judgement under pressure.
- Awareness of and sensitivity to the impacts of inequality, cultural and individual difference and identity based experience.
- Proven ability to develop and maintain networks in order to support clients and contribute to partnership working

Terms and Conditions

Contract	Permanent
Probationary Period	It is recognised that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description. The probation period for this role is 6 months.
Salary	Grade 6, £32,236 - £37,345 per annum
Hours	35 hours per week
Holidays	35 days plus 11 statutory holidays per annum
Pension	Option to join the Local Government Superannuation Scheme
Notice Period	3 Months

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