



Department
for Education

Top tips for integrating trainee Education Mental Health Practitioners (EMHPs) into your school or college

Reflections and advice from former trainee EMHPs and host education settings on how to conduct an effective induction and placement experience

The importance of effectively integrating trainee EMHPs into your school/college

Independent **research**, cross-government **intelligence** and the experiences of **health and education partners** within the MHST service collectively highlight the **importance of effectively inducting and integrating trainee Education Mental Health Practitioners (EMHPs)** into placement education settings.

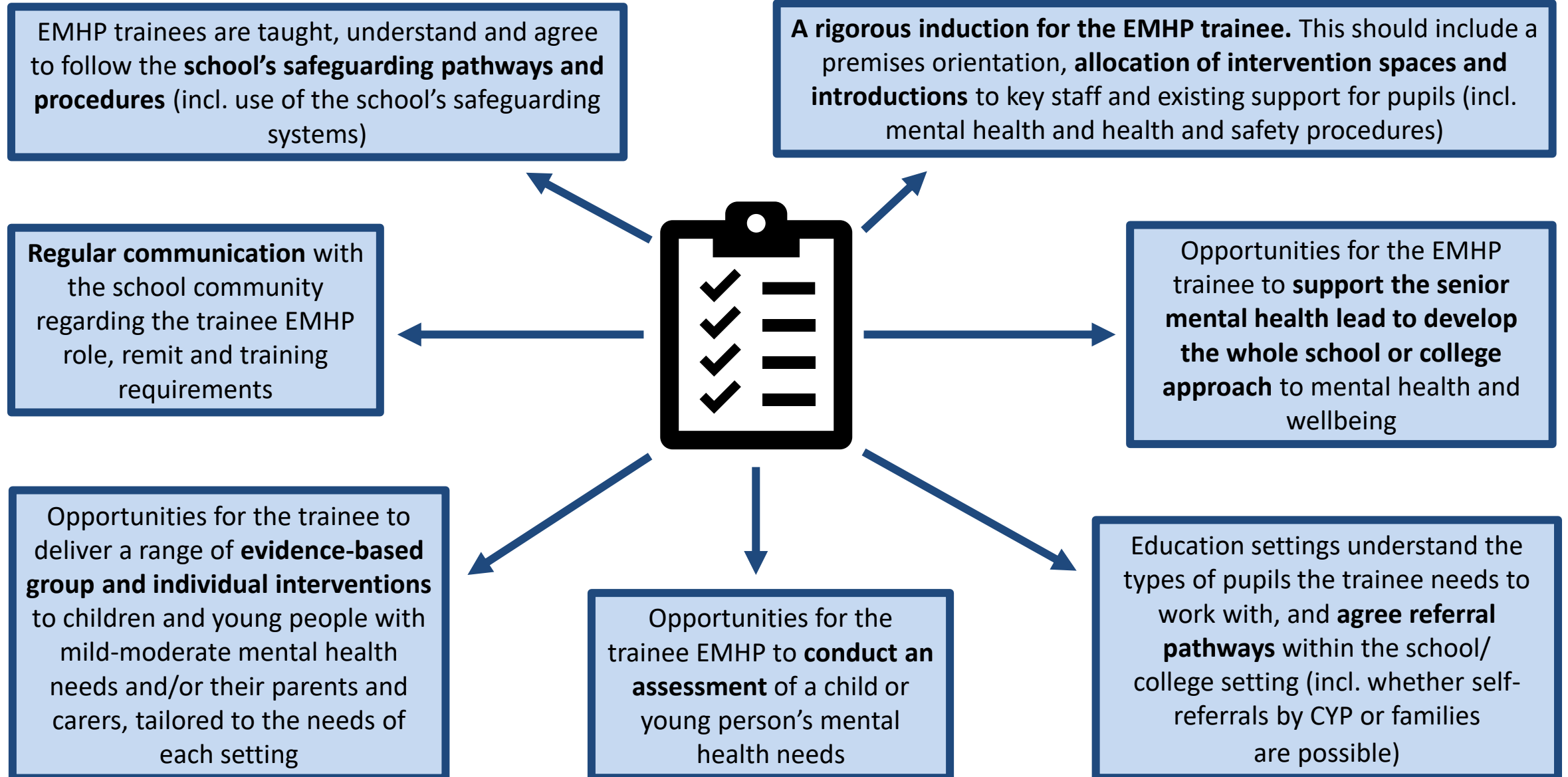
As a host school or college, you will receive early access to the MHST, helping you to proactively embed the service into your education setting. To get the best out of this arrangement, it is crucial your education setting provides **practical support** to trainee members of the MHST workforce (EMHPs) to help them meet their **learning** requirements and gain the necessary **experience** to become qualified and effectively support your setting.

A supportive, rigorous induction is vital for an effective placement experience that embeds the trainee into your school or college. It enables the trainee EMHP to **understand various school/college contexts** quicker, **build better relationships** with education staff and students, and work closely with you to **assess, shape and improve your whole school or college approach** to mental health and wellbeing to reflect and meet the needs of your community. Effective inductions can also encourage the **retention** of skilled staff within the MHST team and prevent delays to MHST service delivery.

Alongside the core information and checklists of actions outlined in the **EMHP placement pack**, this bitesize resource has been created for placement schools and colleges to offer **top tips, reflections and advice** from former trainee EMHPs and hosts on how to effectively induct and integrate EMHPs into your placement setting.

For further information on providing an effective trainee EMHP induction, please contact your MHST team.

What does a good placement experience look like?



Advice for new placement settings from EMHPs

Listen to Susie share the importance of a school tour, meeting staff, access to key resources and being signposted to students

What did the school do to help the you to settle in?

Listen to Carly share the importance of time with the senior mental health lead, regular communication, and opportunities to learn about the school context

What made a difference to helping you build relationships and making you feel part of the school community?

What are your top tips for placement schools to help them and trainee EMHPs get the most out of the placement experience?

Listen to Sophie share the importance of dedicated space, being flexible and working together on the whole school or college approach

Is there anything you would have liked your placement school to have done differently?

Listen to Meghana share the importance of formal introductions, getting to know key staff, and staff understanding of EMHP training requirements



Click on the blue speech bubbles to hear former trainee EMHPs share their reflections on what makes an effective placement experience



Advice for new placement settings from former placement schools

Listen to Blaise High School's top tips:

- ✓ Provide a strong understanding of the school safeguarding and pastoral support offer
- ✓ Introduce trainees to vulnerable children and young people alongside a trusted adult
 - ✓ Allocate a welcoming, quiet space
- ✓ Dedicate time for staff introductions and regular check ins
- ✓ Ensure school staff understand the role of interventions and the referrals criteria

What do you think made a difference to helping you and the EMHP build relationships and making them feel part of the school or college community?

What are your top tips for placement schools and colleges to help them and trainee EMHPs get the most out of the placement experience?

Is there anything you would have liked your school or college to have done differently during the trainee placement ?

Listen to Coombe Girls' School top tips:

- ✓ Welcome trainees with a pre-brief and Q&A on the school environment and referrals
- ✓ Signpost and provide face to face meetings with all key teaching, pastoral and admin staff
 - ✓ Communicate frequently and openly
- ✓ Tour the school and jointly agree room space
 - ✓ Ensure trainees are clear on the pastoral structure and process for all year groups
 - ✓ Respond quickly to any queries

What did your school or college do to help the EMHP trainee to settle in during their placement experience?



Click on the **orange** speech bubbles to hear former placement school hosts share their reflections on what makes an effective placement experience

