

Job Title:	Senior Practitioner Band 6	
Service:	Compass Rise Wakefield	
Reports To:	Service Manager	

Purpose of the Role:

The Senior Practitioner will work as an autonomous and accountable practitioner within a skill mix multi-disciplinary team delivering a front-door single point of access service for CYP's Emotional and Mental Wellbeing Services in Wakefield in partnership with CAMHS.

They will be adept at assessing risk, decision making and care planning whilst always keeping the voice of CYP at the centre. The post-holder will also develop and enhance multi-disciplinary relationships across the Wakefield system.

In addition to front-door work, the post-holder will support the continuous professional development of Emotional Wellbeing Practitioners in the service, provide clinical and management supervision and play an integral role in the leadership and development of Compass Rise. Safeguarding will be an integral aspect of the role, as such the post-holder will promote CYP's welfare at all times.

The Service:

The Wakefield Emotional Health and Wellbeing Services helps to ensure Children and Young People (CYP) and families access the right help, at the right time, in the right setting. This includes identifying and supporting CYP at risk of developing health inequalities by removing barriers to access and engagement. MHST teams will work collaboratively with delivery partners to remove system duplication and avoid CYP/families being 'bounced' in between services.

Compass has a successful track record in early intervention health and wellbeing services for children and young people. We use a wide range of creative and dynamic methods of engagement, including digital interventions, across community and educational settings.

Adopting a values-based approach is at the heart of what we do; through collaboration and coproduction with stakeholders our services continually evolve, directing resources based on evidenced need. We are incredibly excited and proud to be a trusted 3rd sector provider enabling us to develop innovative methods to make a real difference to the lives of CYP and families in Wakefield.

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Outline of the Post:

The post holder will be expected to:

1. Operational

- 1.1** In partnership with CAMHS deliver the front door single point of contact service for CYP, parents/carers and wider services to access support, advice and guidance around Emotional and Mental Wellbeing. Ensuring CYP can access the right support, at the right time and in the right setting.
- 1.2** Enable individuals to find out about, access and use available services through obtaining relevant information, encouraging the individual to use services and facilities and supporting individuals as they use them.
- 1.3** Respond swiftly and make a professional judgement to identified needs following specific care pathways.
- 1.4** Contribute to assessing and act upon risk of danger, harm and abuse.
- 1.5** Actively contribute where appropriate in line with role and responsibilities to safeguarding multi-agency assessments, meetings and reports including CAF, CIN, LAC and CP.
- 1.6** Develop relationships and share information pertaining to an individual's care and support with families, parents and carers.
- 1.7** Develop relationships and share information pertaining to an individual's care and support with other professionals as appropriate.
- 1.8** Carry out comprehensive assessments to identify and prioritise needs, identifying the most appropriate intervention to best meet an individual's needs.
- 1.9** Enable individuals to identify and explore concerns, review options and formulate a course of action using a range of evidence-based psychosocial and clinical approaches.
- 1.10** Provide interventions in 1:1 and group settings, virtually and face to face, and support the team to do this.
- 1.11** Provide guidance on step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies.
- 1.12** Promote positive team working and contribute to service development through having a specialist themed area; knowledge of which will be shared with the team to upskill colleagues. Support staff to develop knowledge around their specialist themed areas and share across the team.

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1.13 Share knowledge and experience with colleagues by providing peer support and undertaking file audits.

1.14 Contribute to colleague's continue professional development by conducting practice observation sessions and providing constructive feedback.

1.15 To support Emotional Wellbeing Practitioners in effectively managing a caseload by giving advice and guidance on how to achieve this.

1.16 Work closely with team leaders to develop and support the EWP team.

1.17 Additional duties that may be required of the post holder subject to demand and resources:

- Provide school staff with professional consultation offering advice and guidance in relation to pupil/student's emotional wellbeing and mental health and support them to implement their knowledge, skills and techniques with pupils/students in schools.
- Contribute to wider workforce development by delivering training to school staff on emotional wellbeing and mental health to increase their awareness and knowledge on the subject.

Leadership

Provide visual leadership and act as a role model for others at all times.

Role model a culture of mutual respect and openness through adopting an approachable leadership style with a commitment to fairness and compassion.

Promote awareness of Compass in formal and informal settings.

Act as a systems leader to maximise the impact of the service.

Planning and Organising

Maximise own time management and prioritise tasks to ensure all necessary duties are fulfilled in a timely manner.

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Managing Self

Prioritise own workload within agreed objectives.

Take responsibility for own learning and professional development in line with Compass' Learning and Development Framework.

Actively contribute to the development of the service through sharing specialist knowledge and expertise as part of a specialist lead area.

Ensure a professional service and image is maintained at all times.

Ensure own actions support the equality, diversity, and rights of individuals.

Work independently within a co-location and multiple host environments.

Concern for Detail and Accuracy

Ensure all appropriate records are accurately maintained by conducting file audits.

Ensure all appropriate records are accurately maintained in accordance with Compass policies and procedures.

Promote the equality, diversity, rights and responsibilities of individuals including reporting on your work within confidentiality agreements, legal and organisational requirements and disclosing information only to those who have the right and need to know.

Risk Management

Ensure all activity undertaken on behalf of Compass is carried out in a way that prioritises the need to safeguard children and adults in line with role and competency level and Compass policy and procedure.

Take responsibility for your own and others' health and safety in the working environment.

Protect service user's confidential information in accordance with data protection requirements and Compass / host organisation procedures.

Interpersonal Skills

Communicate effectively and openly with service users, their families, and other key partners.

Role model positive behaviours at all times.

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Provide consultation to other professionals where appropriate.

Relate to and interact with individuals maintaining appropriate professional boundaries.

Respect the opinions of others whilst having the confidence to use professional challenge when appropriate.

Embrace a culture of shared learning by proactively contributing to team meetings, case discussions and training sessions.

Partnership Working

Actively work towards developing and sustaining effective working relationships with key partners.

Seek opportunities for joint working and ensure information is shared appropriately in the best interest of service users.

Work collaboratively with key partners to ensure service users can move seamlessly between services as required.

Raise awareness, knowledge and understanding with key partners in relation to the service offer and the role Compass fulfils within the wider Mental and Emotional Wellbeing system across Wakefield, this may be achieved by presenting at meetings / conferences.

Work with key partners in a way that protects and improves the image and reputation of Compass.

Develop knowledge of a wide range of other services and facilities and to support young people and families to access them as appropriate.

Self-Awareness

Demonstrate the ability to reflect on own practice and apply learning in order to develop and enhance performance.

Participate in formal supervision and the annual review process (appraisal) as a means of developing professional competence.

Make use of training and learning opportunities to ensure all aspects of the role are delivered competently and effectively.

Accept responsibility for own workload; agree realistic targets, choose effective work methods which follow agreed guidelines and procedures, deliver to timeframes, and keep others informed of progress.

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Identify and implement ways to improve performance by encouraging and reflecting on feedback from others.

Promote equal opportunity and diversity within Compass.

Managing Resources

Effectively maintain service equipment to ensure efficient use of resources.

Compass Values

Work at all times in line with Compass values: Valuing each Individual; Integrity; Consistent and Reliable Approach; Being Solution Focused

In addition to these functions the post holder is expected to:

Comply with all Compass policies and procedures.

In agreement with the line manager carry out such other duties as may be reasonably expected in accordance with the grade of the post.

Relevant legislation

It is essential that the post holder carries out their work within the context of relevant legislation including Working Together to Safeguard Children 2018; The Care Act 2014, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures

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PERSON SPECIFICATION

ESSENTIAL

Qualifications

- Core professional and/or clinical qualification) e.g. EMHP, CWP, PMHW, nursing with specialism in mental health or learning disability nursing, Occupational Therapy, Social Work) and must be committed to maintaining registration if applicable.
- Evidence of continued professional development.
- Post Graduate Certificate in Supervision (EMHP supervisor course).

or

- Two years' post qualification experience of working therapeutically with children and young people and willingness to undertake PG Cert if required.

Experience

- One year's relevant experience working in young people's EWMH services.
- Relevant experience of working with children or young people
- Working with or vulnerable groups
- Inter-agency and multi-disciplinary working

Knowledge

- Safeguarding 'Working Together' 'Intercollegiate' and safeguarding children/adults guidance and legislation
- Confidentiality and consent
- Gillick competency and mental capacity
- Risk taking behaviour
- Emotional wellbeing and mental health
- Psychosocial interventions

Skills & Attributes

- Excellent communication skills: written and oral, to effectively engage with children, young people, families and other key stakeholders
- Team player and a dynamic personality
- Self-motivated and able to work independently with minimal supervision whilst accessing appropriate support when required
- Multi-agency and partnership working
- Good organisational skills including time management and ability to manage workload
- Ability to motivate and persuade others
- Solution focused approach

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- Able to work under pressure and manage changing priorities
- Recognise and escalate safeguarding concerns thereby contributing to risk management
- Competent in the use of management information systems
- IT skills including the use of email, internet and Microsoft Office
- Innovative with a willingness to influence developments within the team
- Ability to analyse information and develop interventions in response to the needs of children, young people and families
- Ability to engage with YPs/parents/professionals face to face or virtually

Personal

- Able to travel across Wakefield
- Able to work a flexible work pattern as service requires, including some evenings
- Holds a full UK driving license and access to a vehicle
- Enhanced DBS check

Experience

- Advocacy, offering guidance and mentoring support
- Involving children and young people and their families in design, delivery and development of services
- Engaging in supervision
- Experience of supporting other staff members and contributing to development

Knowledge & Understanding

- Developmental needs of children and young people
- Evidence based practice
- The need for evidence and statistical data collection, and achieving targets
- Knowledge of local support services and referral pathways

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:

- Integrity: An unstinting commitment to honesty and openness in all our activities.
- Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.
- Being Solution Focused: Responding quickly and flexibly to current and emerging needs.
- Consistent & Reliable Approach: Always delivering on our commitments.

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

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