


Job Title:	Emotional Wellbeing Practitioner – Grade D	
Service:	Wakefield Emotional Health and Wellbeing Service	
Reports To:	Team Leader	

Purpose of the Role:

The Emotional Wellbeing Practitioner will provide children and young people and their families with goal based interventions, advice, education and support with low level mental health and wellbeing difficulties or in preventing emotional health concerns. They will be adept at delivering wellbeing support using a positive and purposeful goal based approach which is tailored to the needs of the individual. Appointments will be arranged and held in community settings on an outreach basis across Wakefield building partnerships with colleagues in Early Help and community services to enhance the experience and opportunities for children, young people and families to thrive.

Safeguarding will be an integral aspect of the role, as such the postholder will promote the safety and welfare of children, young people and vulnerable adults at all times.

Service Overview:

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.

Outline of the Post:

The post holder will be expected to:

1. Operational

- 1.1** Enable individuals to find out about and use available services by providing advice and navigational support to access emotional health promoting resources in their local community.
- 1.2** Contribute to assessing and act upon risk of danger, harm and abuse.
- 1.3** Develop relationships and share information pertaining to an individual's care and support with families, parents and carers.
- 1.4** Carry out emotional health assessments to identify and prioritise needs, identifying the most appropriate intervention to best meet an individual's needs.
- 1.5** Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of goal based interventions.
- 1.6** Enable individuals to identify and explore concerns, review options and decide on a course of action using evidence-based psychosocial approaches.
- 1.7** Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to and liaison with specialist agencies.
- 1.8** Promote positive team working and contribute to service development through having a specialist themed area; knowledge of which will be shared with the team in order to upskill colleagues.
- 1.9** Provide other professionals and agencies with advice, education and consultation in relation to emotional wellbeing and mental health and support them to implement their knowledge, skills and techniques with others.
- 1.10** Contribute to wider workforce development by delivering training to young people, parent/carers, professionals and communities on emotional wellbeing and mental health in order to increase their awareness and knowledge on the subject.
- 1.11** Plan, deliver and evaluate health promotion and prevention activities and events which support children, young people and families to build strategies for emotional wellbeing, self care and resilience.
- 1.12** Contribute to the development of manual, digital and accessible health promotion materials and resources.

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2. Planning and Organising

- 2.1** Maximise own time management and prioritise tasks in order to ensure all necessary duties are fulfilled in a timely manner.
- 2.2** Manage own caseload, specifically in relation to maximising the impact of time limited interventions by adopting an appointment framework to assist with time management.
- 2.3** Take responsibility for own learning and professional development in line with Compass' Learning and Development Framework.
- 2.4** Work independently within a co-location and multiple host environments.
- 2.5** Ensure all appropriate records are accurately maintained in accordance with Compass policies and procedures.

3. General

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.

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.

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

Raise awareness, knowledge and understanding with key partners in relation to the service offer and the role Compass fulfils within the wider emotional wellbeing and mental health system across North Yorkshire, this may be achieved by presenting at meetings / conferences.

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.

Promote equal opportunity and diversity within Compass.

Effectively maintain service equipment to ensure efficient use of resources.

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

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; The Care Act, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures

PERSON SPECIFICATION

ESSENTIAL

Qualifications

- Qualification in mental health or working with children & young people such as Youth Work, Social Work, Psychology, counselling, or equivalent.

Experience

- One year's relevant post qualification experience
- Relevant experience of working with children or young people
- Working with vulnerable groups
- Inter-agency and multi-disciplinary working

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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
- 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

Personal

- Able to travel across district and, if required, across North Yorkshire
- 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

DESIRABLE

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

Knowledge & Understanding

- Developmental needs of children and young people
- Evidence based practice
- The need for evidence and statistical data collection, and achieving targets

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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.