


Job Title:	Emotional Wellbeing Practitioner	
Job Grade:	D	
Reports To:	Practice Supervisor	

Service Overview:

Compass delivers early intervention emotional health and wellbeing services for children, young people and families, ensuring they can access the right support at the right time and in the most appropriate setting.

We work collaboratively with education, health, social care and community partners to provide accessible, responsive and outcome focused support, helping to reduce barriers, avoid duplication and improve experiences for children, young people and families.

Compass has a strong track record in delivering innovative health and wellbeing services through a wide range of creative and flexible approaches, including digital interventions, across community and educational settings.

Our services are shaped by a values-based approach, with collaboration and coproduction at the centre of service development and delivery. We continually review and develop services in response to identified need, ensuring support remains effective, inclusive and responsive to local communities.

The service provides early intervention support for children, young people and families across community and educational settings, helping to improve emotional wellbeing, resilience and long term outcomes.

Job Purpose:

The post holder will be part of a highly responsive and holistic service, you will hold a caseload and will promote the emotional well-being of children and young people with mild to moderate emotional health needs. You will work autonomously under indirect supervision within a multidisciplinary team. This involves the assessment, planning, implementation, and evaluation of person-centred care for the child or young person.

The support you provide will be evidenced-based and tailored to the needs of children and young people, whilst working closely with parents/carers and allied professionals on an individual and in a group setting. You will work collaboratively with young people incorporating the use of outcome measures for the intervention provided. The input you provide will include specific emotional wellbeing support, consultation, and training to staff within the service and other agencies where appropriate and will match the knowledge requirements of the post.

The postholder will engage in the activities listed below and will utilise their skills, knowledge and abilities to deliver a service based within community settings that builds on and reinforces:

- Delivering evidence-based intervention for children and young people with mild mild/moderate emotional wellbeing needs both on a 1:1 and group basis.
- Helping children and young people who present with more severe difficulties rapidly access more specialist services.
- Supporting and facilitating staff in education and community settings to identify and where appropriate manage issues related to emotional health and wellbeing
- Identifying and responding to wider needs of children and their families, drawing on practitioners from other disciplines e.g. Family Help teams when necessary.
- Working with and across a range of community venues to afford better access to the service.

Safeguarding will be an integral aspect of the role, as such the postholder will always promote the welfare of children and young people.

Key Duties and Responsibilities:

1. Operational

- 1.1** Hold a caseload and provide support to children and young people with mild to moderate emotional health and wellbeing needs through assessment, planning, implementation and evaluation of person centred care and interventions.
- 1.2** Deliver evidence-based emotional wellbeing interventions for children and young people on both an individual and group basis.
- 1.3** Work collaboratively with children, young people and families using outcome measures to support and evaluate interventions and progress.
- 1.4** Support children and young people who require higher levels of support to access more specialist services where appropriate.
- 1.5** Provide consultation, guidance and training to professionals and partner agencies where appropriate.
- 1.6** Identify and respond to the wider needs of children, young people and families, working collaboratively with professionals from other services where appropriate.
- 1.7** Work flexibly across community and educational settings to improve access to services and support.

2. Developing and Maintaining Relationships

- 2.1** Work collaboratively with parents, carers, allied professionals and partner agencies to support positive outcomes for children and young people.
- 2.2** Contribute to a multi-agency approach to supporting children, young people and families through effective partnership working.
- 2.3** Support professionals within education and community settings to identify and appropriately respond to emotional health and wellbeing needs.
- 2.4** Engage with safeguarding and child protection professionals where there are concerns regarding the welfare or safety of children and young people.
- 2.5** Work collaboratively with professionals and services involved in supporting children, young people and families to coordinate effective care and support.
- 2.6** Work as part of a responsive multi-disciplinary service supporting children, young people and families.

3. Managing Resources

- 3.1** Coordinate support through multi agency working and contribute to joined up care planning where appropriate.
- 3.2** Maintain accurate and appropriate records relating to interventions, assessments and outcomes in line with organisational requirements.

4. Managing Self

- 4.1** Promote the welfare and safeguarding of children and young people at all times in line with organisational policy and professional responsibilities.
- 4.2** Work independently across a range of community and educational settings in line with service need.

Flexible Approach

- To undertake any evening or weekend working as required.
- To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

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

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

Financial Responsibilities: None

People Responsibilities: None

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Relevant qualification in emotional wellbeing, youth work, psychology, counselling or equivalent Level 4 qualification in Children, Young People, Families or Social Care.

Experience

- Experience of working with children and young people, their families and others.
- Experience of working and liaising with a wide variety of agencies and stakeholders.
- Experience of working with children and young people experiencing social, emotional, behavioural and emotional wellbeing difficulties, including the delivery of emotional health or pastoral wellbeing support.

Knowledge

- Knowledge of emotional health and wellbeing needs for children and young people.
- Knowledge of safeguarding issues.
- Knowledge of local services and community resources to support children and families and how to navigate and access these.
- Knowledge of capacity and consent issues including Gillick competence.
- Understanding of the development, emotional, social and educational needs of children and young people.
- Knowledge of local and national mental health provision.
- Knowledge of the Children's Act and legislation pertinent to children.

Personal

- Ability to carry out one to one emotional health and wellbeing interventions with children and young people.
- Ability to deliver group wellbeing programmes.
- Ability to work within community settings to increase mental health awareness within staff groups.
- Ability to complete, record and communicate risk assessments appropriately.
- Ability to take appropriate action to mitigate or manage risk.
- Ability to review plans regularly and respond appropriately to changes in need, including escalation of safeguarding concerns where required.
- Ability to work independently.

- Ability to manage a complex caseload.
- Excellent oral, written and listening communication skills.
- Ability to build rapport and trust with young people.
- Ability to model appropriate behaviours to colleagues, children, young people and families.
- Ability to set and maintain clear and appropriate boundaries.
- Willingness to undertake further learning and development where required.
- Self-motivated, enthusiastic and resilient approach.
- Patient, tolerant and sensitive approach.
- Ability to travel independently in line with the requirements of the role.
- Excellent time management and organisational skills.
- Ability to fulfil the requirements of the role with reasonable adjustments where appropriate.
- Ability to work flexibly to meet business need.

DESIRABLE

Qualifications

- Further relevant degree qualification
- Teaching qualification.
- Formal training in Trauma, Mental Health Awareness or Youth Mental Health First Aid.

Experience

- Experience of working with children and their families in a healthcare setting.
- Experience of working with children and their families in an education or community setting.
- Experience of monitoring and recording outcome measures for children's emotional wellbeing.

- Experience of navigating complex social systems and environments.
- Experience of working with looked after children.
- Experience of working with other vulnerable groups.
- Coaching and mentoring experience.

Knowledge

- Knowledge of the operation of specialist Children and Young People's Mental Health and Emotional Wellbeing services.

Personal

- Ability to teach others about mental health issues.
- Ability to deliver therapeutic group interventions with children and families.
- Commitment to continuous professional development.

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Strategic Thinking** – able to identify and manage risk.
- **Confidence and Resilience** – able to deliver messages in a confident manner, with excellent presentation skills and group work skills.
- **Communication skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Confidence & Resilience** – able to work under pressure, dealing with peaks and troughs in workload and see tasks through to completion when under pressure.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self-awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated** – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

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:
<p><i>The post holder must demonstrate and share our commitment to Safeguarding:</i></p> <ul style="list-style-type: none">• Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.