


Job Title:	Families Practitioner	
Service:	Early Intervention and Targeted Support Service (EITSS)	
Reports To:	Team Leader	

Service Overview:

Compass provide a range of prevention and early intervention services designed to promote good mental health and wellbeing, and to provide support to meet the mild to moderate mental health needs of children and young people (CYP) in education and community settings across the country.

Compass deliver community Mental Health & Emotional Wellbeing (MH&EW) services and Mental Health Support Teams (MHST) across a wide range of geographical locations, including North Yorkshire, North East Lincolnshire, Barnsley, Wakefield, Coventry, Central & West Lancashire, Derby & Derbyshire & Birmingham.

Compass has a successful track record in delivering early intervention mental health and emotional wellbeing services that ensure CYP access the right help, at the right time, in the right setting thus avoiding CYP/families being 'bounced' between services.

Our services 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 committed to developing innovative methods of engaging CYP.

In Derby and Derbyshire Compass provide a Mental Health Support Team in schools and early Intervention and Targeted Support Services (EITSS) within an integrated system of care providing early intervention, prevention and promotion for children, young people (CYP) and their families which aim to maximise CYP capacity to manage their emotional wellbeing, sustain positive engagement in education and build the skills for staying well.

Service Structure:

Compass EITSS is comprised of an integrated skill mixed team that work across local communities and education settings in a wider system of care and integrated with the MHST creating access to evidence based, effective and timely mental health and emotional wellbeing services designed to meet the needs of CYP from across the county.

The Operations Manager, working within the wider Compass team is typically supported by a Senior Administrator/s and Team Leader/s who provide oversight and local leadership to the skill mix team.

The EITSS team is further made up of a skill mix team of emotional wellbeing practitioners, family practitioners, mental health practitioners and senior practitioners from a range of clinical and non-clinical backgrounds working together to meet the varied needs of CYP in education settings and

communities across the county as two locality teams.

Job Role Purpose:

The post holder is responsible for supporting parents/carers with low level emotional health needs which are directly impacting on their child's wellbeing. The post holder will hold a caseload to deliver family-led face to face interventions and will work closely with the skill mix team who will be supporting the child/young person to ensure a triangulated approach to care (i.e. child, parent/carer, school staff).

Working as an autonomous and accountable practitioner within a multidisciplinary team; this involves the assessment, planning, implementation, and evaluation of the care of a parent/carer.

Responsible for developing and disseminating packages of care. This may include a variety of time limited evidenced based interventions to parents / carers on an individual and in a group basis and the delivery of psychoeducation workshops. Working collaboratively with families incorporating the use of outcome measures within their work and offering support, consultation, and training to staff within the service and other professionals in partner agencies where appropriate.

Support active consultation & engagement with parent/carers of protected, at risk and user led groups, partners, and networks to consult and deliver targeted prevention activities. This includes working closely with the service's Engagement & Equalities Lead to co-developing solutions to remove any access & engagement barriers for parents/carers and families.

Connect with area-wide parent/carer/families forums, networks, and involvement at community events.

Key Duties and Responsibilities:

1. Service Delivery

- 1.1 To act as the initial point of contact for CYP, families, schools and partner agencies on mental health and wellbeing related issues and assess, facilitate/co-ordinate and refer on where appropriate via the service's duty system.
- 1.2 To respond swiftly and make a professional judgement in response to identified health needs following specific care pathways for families.
- 1.3 Deliver health promotion messages and thematic psychoeducation workshops to parents and carers via user forums, community events and community outreach.
- 1.4 To work with a defined caseload of parents/carers as part of a multi-disciplinary team, providing assessment, care planning, risk assessment and care delivery for parents/carer with low level emotional health and wellbeing needs.
- 1.5 To liaise with all members of the multi-disciplinary team and outside agencies in the implementation of service user care.

- 1.6 To actively contribute where appropriate in line with role and responsibilities to safeguarding multi agency assessments, meetings and reports including CAF, CIN, LAC and CP.
 - 1.7 To proactively manage a caseload, prioritising cases according to level of need and keeping up to date and accurate records.
 - 1.8 Consult with parents/carers and families to understand and co-develop solutions to remove barriers to access and engagement.
 - 1.9 As subject expert provide consultation, advice and support to staff within the EITSS and wider professional workforce.
 - 1.10 Develop and deliver a range of training packages, psychoeducational workshops, targeted group work packages to parents/carers.
 - 1.11 Engage parents/carers as Peer Champions and as members of the service's shadow leadership team to obtain feedback on service experience and inform decision-making on service design, delivery and development.
 - 1.12 Deliver virtual guided self-help workbooks via Digital Platforms.
 - 1.13 Communicate complicated or highly sensitive information such as the outcome of assessment and care plans to parents/carers in a way that allows them to fully understand what is required.
 - 1.14 Provide step up support for parents/carers who have complex needs by ensuring appropriate signposting and/or referral to specialist agencies including adult mental health services.
 - 1.15 To ensure that interventions are evidenced based and in keeping with changes in the field of activity.
 - 1.16 Participate in departmental audit as requested by the Service Manager.
 - 1.17 Contribute to the support, supervision and training of volunteers, trainees and non-paid staff.
- 2. Developing Effective Relationships**
- 2.1 Be an active member of the team and reflect Compass' values.
 - 2.2 Actively works towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
 - 2.3 Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
 - 2.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function.

3. Managing Self

- 3.1 Prioritise own workload within agreed objectives using your own initiative.
- 3.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 3.3 In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area of work and supporting others in the development of their themed area.
- 3.4 Take responsibility for your own and others' health and safety in the working environment.
- 3.5 Promotes equal opportunity and diversity within Compass.
- 3.6 Ensure that confidentiality is upheld at all times in line with Compass policy.
- 3.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 3.8 Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.
- 3.9 Maintain accurate records in line with the Compass policies and procedures.
- 3.10 Skilful at managing conflict that may arise whilst working on behalf of Compass.
- 3.11 To act as a role model in applying good infection prevention and control policy and practice within Compass.

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

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

Work flexibly to ensure equitable access to the Service including some evening and weekend working based on evidence-need.

Key Working Relationships:

Internally

Service Manager, Team Leaders, and their locality skill mix teams

Area-wide specialist team made-up of Engagement & Equalities Practitioner (this post), Families Practitioner, Digital & Communications Officer, and Data Analyst.

Externally

The post holder is required to build effective operational and strategic sustainable partnerships with key senior stakeholders. Whilst not an exhaustive list, key relationships include:

- Schools, colleges and senior mental health leads within education
- Youth Council, ambassador programmes and other CYP and parent forums
- Faith and community groups
- MASH, CSC teams and Safeguarding teams
- Children, Young People and Adult Mental Health Services
- School Nursing
- Youth Offending
- Children and Family services
- Primary care services
- Sexual health and substance misuse services
- A&E, paediatricians and managers within acute services



PERSON SPECIFICATION – FAMILIES PRACTITIONER - EITSS

	Essential	Desirable
QUALIFICATIONS	<ul style="list-style-type: none"> • Relevant qualification or equivalent experience in youth work/children and families/psychology/counselling/mental health; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or families, social care or mental health. 	<ul style="list-style-type: none"> • Mental Health First Aid Trained • Triple P Trained
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> • 2 years’ experience of working therapeutically within a Children, Young People and Families setting. • Knowledge and experience of safeguarding children and vulnerable adults policies and procedures. • Experience of effective engagement with families and carers. • Experience of working in a multi-disciplinary team. 	<ul style="list-style-type: none"> • Knowledge of the functional operation of Adult Mental Health services. • Experience of working in a community and/or educational environment • Experience of monitoring and recording outcome measures for emotional wellbeing
SKILLS & APTITUDE	<ul style="list-style-type: none"> • Recognition and escalation of risk, contributing to control measures. • Planning workload, time management. • Work under pressure and able to manage changing priorities. • Understand need for evidence and statistical data collection and achieving targets. 	<ul style="list-style-type: none"> • Proven commitment to continuous professional development

	<ul style="list-style-type: none"> • IT skills. • Team player and a dynamic personality. • Excellent communication skills and able to relate to children and young people and families. • Positive attitude; flexible and adaptable; solution focused; and tenacious. • Has a strong degree of personal integrity. 	
OTHER	<ul style="list-style-type: none"> • Able to work all year round and flexibly as part of a team to best meet business need. • Possession of full UK driving licence and access to vehicle. 	