

Job Title:	Emotional Wellbeing Practitioner - EITSS	
Job Grade:	D	
Reports To:	Team Leader	

Service Overview:

Our Early Intervention and Targeted Support Services (EITSS) provide prevention, early intervention and targeted mental health and emotional wellbeing support for children, young people and families.

Working across community and education settings, our locality based, skill mixed teams support children and young people experiencing mild to moderate mental health and emotional wellbeing difficulties. We provide timely, evidence based interventions and support that respond to individual need, helping children and young people to manage their emotional wellbeing, build resilience and develop the skills to stay well.

EITSS works collaboratively with children, young people, families, education settings and partner organisations as part of a wider system of care. Through direct intervention, consultation, navigation and joined up working, we help ensure children, young people and families can access appropriate support at the right time while promoting informed choice and positive engagement with their care.

Through accessible, flexible and child centred approaches, EITSS aims to improve mental health and emotional wellbeing, prevent difficulties from escalating and support children and young people to achieve positive outcomes within their families, education settings and communities.

Job Purpose:

The Emotional Wellbeing Practitioner will provide high quality, evidence based support to children and young people experiencing mild mental health and emotional wellbeing difficulties, helping to improve access to timely and appropriate support.

The post holder will undertake assessments and deliver a range of evidence based, therapy informed interventions and psychoeducational approaches with children, young people and families. Support may be delivered individually or in groups, face to face or remotely, according to need and the nature of the intervention.

Working collaboratively with children, young people and families, the post holder will plan, deliver and monitor interventions, using outcome measures to inform their work and support positive outcomes. They will work closely with education settings, partner organisations and other professionals to provide joined up support and help children, young people and families access the most appropriate services.

The post holder will recognise and respond appropriately to risk and safeguarding concerns and ensure their practice is delivered in accordance with clinical governance requirements, professional standards and agreed service procedures.

Key Duties and Responsibilities:

1. Operational

- 1.1** Assess and deliver a range of evidence based interventions and psychoeducational tools in individual and group settings to children and young people with low level emotional wellbeing needs, including digital interventions.
- 1.2** Provide navigation support to children, young people and families to help them access the most appropriate service, including supporting the delivery of an integrated Duty System.
- 1.3** Support and empower children, young people, families, partners and education staff to make informed choices about the interventions being offered.
- 1.4** Respond to identified risk and work within agreed risk management processes and procedures.
- 1.5** Act upon and escalate concerns and incidents, including disclosures relating to risk and safeguarding, in line with role and competency level.
- 1.6** Manage a caseload of children and young people with low level emotional wellbeing needs.
- 1.7** Maintain clear, accurate and professionally coherent records of activity in line with relevant health and education service protocols, using records and outcome data to inform decision making.
- 1.8** Complete all requirements relating to data collection.
- 1.9** Ensure appropriate professional standards are maintained in accordance with Compass policies and procedures and relevant recommendations and guidance.
- 1.10** Ensure risks or concerns relating to the safety and wellbeing of individuals encountered through professional duties are communicated and shared appropriately to maintain individual safety and the public interest.

2. Developing and Maintaining Relationships

- 2.1** Work in partnership with children, young people and families, partner organisations and education staff to deliver holistic, joined up care.

- 2.2** Attend multidisciplinary and multi-agency meetings as appropriate in relation to the health and wellbeing of children, young people and families.
- 2.3** Actively contribute as a member of the team and demonstrate Compass' values through professional practice.
- 2.4** Develop and sustain effective working relationships with partner agencies in accordance with relevant joint working arrangements and service level agreements.
- 2.5** Contribute to the development of sustainable partnerships and care pathways.
- 2.6** Communicate effectively with children, young people, families and professionals to support engagement with interventions and informed decision making.

3. Managing Resources

- 3.1** Contribute to the support, supervision and training of volunteers, trainees and non-paid staff.
- 3.2** Use outcome measures, service information and data appropriately to support effective delivery and demonstrate outcomes.
- 3.3** Manage own caseload and available time effectively to support safe and timely delivery of interventions.
- 3.4** Use available resources appropriately when planning and delivering individual, group and digital interventions.

4. Managing Self

- 4.1** Prioritise own workload within agreed objectives using your own initiative.
- 4.2** Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 4.3** Take responsibility for your own and others' health and safety in the working environment.
- 4.4** Promotes equal opportunity and diversity within Compass.
- 4.5** Ensure that confidentiality is upheld at all times in line with Compass policy.
- 4.6** Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 4.7** Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.

4.8	To act as a role model in applying good infection control prevention and control policy and practice within Compass.
4.9	Participate in the Compass performance review process and respond to agreed objectives.
5. Flexible Approach	
5.1	To undertake such other duties or requirements, including evening or weekend working where required, as may be reasonably expected in accordance with the grade of the post and agreed with the line manager.
Financial Responsibilities: None	
People Responsibilities: None	

Qualifications, Experience and Knowledge:
ESSENTIAL
<u>Qualifications</u> • Relevant qualification in emotional wellbeing, youth work, psychology or counselling. <u>Experience</u> • Experience of delivering emotional health or pastoral wellbeing support to children and young people. • Experience of working therapeutically with children, young people and families with low level emotional health needs. • Experience of supporting children, young people and families to improve their skills, knowledge and confidence in the self-management of mild mental health and emotional wellbeing difficulties. • 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. <u>Knowledge</u>

- Knowledge and understanding of safeguarding issues.
- Knowledge of capacity and consent issues, including Gillick competence.

Personal

- Ability to deliver individual therapeutic emotional wellbeing interventions with children and young people.
- Ability to provide individual therapeutic emotional wellbeing advice and support to families.
- Ability to take appropriate action to mitigate or manage risk.
- Excellent oral and written communication skills.
- Excellent time management and organisational skills.
- Able to work flexibly as part of a team to meet service and business needs.
- Ongoing commitment to maintaining relevant professional registration requirements.

DESIRABLE

Qualifications

- Youth Mental Health First Aid trained.

Experience

- Experience of monitoring and recording outcome measures relating to children's emotional wellbeing.
- Experience of working within education, community and/or social systems and environments where stakeholders may have differing or conflicting priorities.
- Experience of working with looked after children.
- Experience of working with other vulnerable groups.

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 Presentation Skills**– 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.
- **Resilience and Workload Management** – 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 colleagues to do the same:

We are Solution Focused

We believe in the art of the possible
We believe in being courageous and collaborative

We Act with Integrity

We believe our actions speak louder than words
We believe in asking for and offering help

We are Consistent & Reliable

We believe tenacity leads to success
We believe that no effort goes to waste

We Value Each Other

We believe in treating others as we expect to be treated
We believe everyone has something to contribute regardless of role

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.

Equality, Diversity & Inclusion:

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

- Actively support a safe, inclusive team culture where colleagues and service users of all backgrounds feel respected and empowered.

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.