


Job Title:	Young Persons Substance Misuse - Health & Wellbeing Practitioner	
Job Grade:	D	
Reports To:	Team Leader	

Service Overview:

The Service works with children, young people and young adults who require support relating to drug and alcohol use.

This includes children and young people who have been identified as vulnerable to developing problematic substance use and/or associated risk taking behaviours. The service works with vulnerable and priority groups and provides a range of interventions to children, young people and families affected by substance misuse.

The service delivers universal, targeted and specialist interventions across community, education, health and partner settings, supporting children and young people to reduce harm, improve wellbeing and make informed choices about their health.

Job Purpose:

The Health & Wellbeing Practitioner will be responsible for providing advice, support, harm reduction and psychosocial interventions to children, young people and families affected by substance misuse.

The post holder will hold a caseload of children and young people presenting with substance misuse needs, undertaking assessment, care planning and interventions to reduce harm and risk, safeguard young people, and improve health and wellbeing outcomes. Support will be delivered through one to one, digital, remote and group interventions using a person centred, strengths based and trauma informed approach.

Working across a range of community and co-located settings, the post holder will deliver universal, targeted and specialist substance misuse interventions, supporting children and young people who are experiencing, or are vulnerable to developing, problematic substance use and associated risk taking behaviours.

The post holder will work collaboratively with children, young people, families and partner agencies to ensure a holistic and integrated approach to service delivery. This includes promoting early intervention, supporting positive behaviour change, reducing the impact of substance misuse and ensuring children and young people receive the right support, at the right time, and from the right professional.

Key Duties and Responsibilities:

1. Operational

- 1.1** Screen and identify young people's substance misuse and associated risks, needs and protective factors.
- 1.2** Develop strength based care plans that are comprehensive, young person centred and trauma informed.
- 1.3** Develop individualised care plans and goals based on a holistic assessment of the young person's needs and circumstances.
- 1.4** Raise awareness of substance misuse through education and the delivery of harm reduction interventions.
- 1.5** Involve young people and their family or advocates in the planning of their care.
- 1.6** Assess risk and complete accurate, young person centred risk assessments and risk management or safety plans.
- 1.7** Identify and respond to safeguarding concerns in line with Compass safeguarding and information sharing procedures.
- 1.8** Regularly review and update risk assessments and care plans to ensure interventions remain relevant and effective
- 1.9** Provide person centred care that reflects the rights, preferences and choices of young people in an environment that is safe, healthy and maintains dignity and wellbeing.
- 1.10** Contribute to the development, coordination and facilitation of early intervention and prevention work within schools and wider youth provision.
- 1.11** Deliver health promotion messages through community and school based programmes, including Personal, Social, Health and Economic (PSHE) education, community events and outreach activities.
- 1.12** Work flexibly across a range of co located and community settings to meet the needs of children and young people.
- 1.13** Provide consultation and support to professionals and deliver awareness raising sessions relating to young people's mental health and substance misuse.

2. Developing and Maintaining Relationships

- 2.1 Work collaboratively with education, children's social care, youth services, Child and Adolescent Mental Health Services (CAMHS), Youth Justice Services, primary care and other services supporting children and young people.
- 2.2 Signpost and actively refer young people to other services to ensure their wider needs are met.
- 2.3 Ensure effective multi agency working through attendance and contribution to multidisciplinary meetings and referrals to other agencies.
- 2.4 Develop and maintain professional relationships that support positive outcomes for children and young people.
- 2.5 Seek opportunities for collaborative working and proactively initiate and sustain effective partnerships.
- 2.6 Develop effective joint working arrangements with primary care, inpatient settings, Accident and Emergency departments, CAMHS and other partner agencies to support comprehensive care for young people experiencing substance misuse and mental health difficulties.

3. Managing Resources

- 3.1 Manage and maintain accurate, objective and up to date case records, notes and data relating to interventions delivered.
- 3.2 Produce written reports as required to support multi agency working and service delivery.
- 3.3 Work as part of a team to ensure key performance indicators and outcomes for young people and families are achieved.
- 3.4 Maintain accurate records in line with Compass policies and procedures.
- 3.5 Work in accordance with Caldicott Principles, Data Protection principles and all relevant Compass policies and procedures.

4. Managing Self

- 4.1 Prioritise own workload within agreed objectives using initiative.
- 4.2 Participate in regular supervision in accordance with professional guidelines.
- 4.3 Take responsibility for own learning and professional development in line with Compass Learning and Development frameworks and professional practice guidance.

- 4.4 Participate in the Compass performance review process and respond to agreed objectives.
- 4.5 Take responsibility for own and others' health and safety within the working environment.
- 4.6 Ensure confidentiality is upheld at all times in line with Compass policy.
- 4.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 4.8 Engage positively in management and case supervision, adopting a reflective practitioner approach.
- 4.9 Contribute to wider service developments and adopt a solution focused approach to work.

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 substance misuse/youth work/counselling psychology/mental health, such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 3 in Children, Young People or families, social care or mental health.

Experience

- Experience of working with children and young people.
- Experience of supporting children and young people presenting with substance misuse related needs.
- Experience of working with children and young people presenting with risk taking behaviours and associated vulnerabilities.
- Experience of working with children and young people experiencing mental health, emotional health and wellbeing difficulties.
- Experience of applying safeguarding guidance and legislation in practice.
- Experience of working within confidentiality, consent and information sharing frameworks.
- Experience of working in partnership with other agencies to support positive outcomes for children and young people.

Knowledge

- Knowledge of safeguarding children and adults guidance and legislation.
- Knowledge of child and adolescent development.
- Knowledge of Equality, Diversity and Inclusion guidance and legislation.
- Knowledge of confidentiality, consent and mental capacity principles.
- Knowledge of risk taking behaviours and their impact on children and young people.
- Knowledge of mental health, emotional health and emotional wellbeing.
- Knowledge of Data Protection guidance and legislation.
- Knowledge of substance misuse guidelines and quality standards.
- Knowledge of contraception and sexually transmitted infections (STIs).

Personal

- Ability and willingness to adopt a flexible approach to working outside normal office hours and at different locations where required.
- Ability to undertake the duties of the post with reasonable adjustments where required.
- Ability to encourage children and young people to express their views, feelings and wishes and ensure these are reflected in support planning.
- Ability to handle sensitive and confidential information with discretion and professionalism.

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 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.

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.