


Job Title:	Team Leader – (Health Promotion)	
Grade:	E	
Service:	Healthy Futures	
Reports to:	Service Manager	

Service Overview:

The Healthy Futures Team is a dedicated group of practitioners committed to improving the health and wellbeing of children, young people, and families across Warwickshire. We work with schools, parents, and community partners to share positive health messages that inspire healthy choices and lasting habits. Our aim is to engage, educate, and empower children, young people, and their families to make informed decisions that enhance their overall wellbeing.

Our work with primary school aged children includes a range of classroom sessions, group activities, and assemblies on topics such as oral health, friendships, and healthy eating. These sessions are designed to be fun, interactive, and inclusive, helping children to explore healthy lifestyles in ways that are meaningful to them.

The team also delivers the annual National Child Measurement Programme (NCMP), measuring the height and weight of Reception and Year 6 pupils, and supports the completion of the online Health Needs Assessment (HNA). Together, these activities help identify local health trends and ensure that support and resources are directed where they are most needed.

In secondary schools, the team contributes to Health and Wellbeing Roadshows, engaging older students in conversations and activities that promote physical and emotional health. The team's PSHE Lead provides workshops for teaching staff on contemporary issues affecting young people's relationships and sexual health, supporting schools to deliver confident, accurate, and age-appropriate education.

We also deliver a range of parent workshops that focus on practical strategies to support children's health, behaviour, and emotional wellbeing. These sessions strengthen partnerships between families, schools, and services, ensuring consistent messages and shared understanding. In addition, we work alongside schools to develop Peer Champion Ambassador programmes, empowering pupils to play an active role in shaping their school's PSHE and RSHE offer. These ambassadors help make learning about health and wellbeing more relatable, engaging, and relevant to their peers.

Through all aspects of our work, we are committed to collaboration, inclusion, and ensuring every child and young person has the skills and knowledge to thrive.

Service Structure:

The Healthy Futures Team includes a Service Manager, Team Leader, Engagement and Participation Worker, and a group of skilled Health Promotion Practitioners who deliver public health and wellbeing activities across Warwickshire.

Administrative support is provided through close collaboration with the Warwickshire Child and Family Wellbeing Service (WCFWS). WCFWS delivers the Healthy Child Programme for children and young people aged 0–19 years (and up to 25 for those with special educational needs or disabilities), and the Healthy Futures Team works as a key partner within this wider service.

Our team works countywide, using a range of community venues and local facilities as hot-desking bases to remain accessible, connected, and responsive to schools and families in all areas of Warwickshire.

Purpose of the Role:

The Team Leader plays an important role in promoting the health and wellbeing of children, young people, and families across Warwickshire through the co-ordination of initiatives and health promotion activities. The post involves working closely with schools, parents, and community partners to share positive health messages that encourage lifelong healthy habits.

The Team Leader will be responsible for the leadership and co-ordination of a number of work areas including the National Child Measurement Programme, Health Needs Assessment, health promotion and the coordination of school engagement, peer networks and community outreach initiatives. The post holder will have line management responsibility for Health Promotion Practitioners and will provide regular supervision. This role will work directly with named leads within settings and will work with others to review and enhance the quality of service provision.

Key Duties and Responsibilities**Team Delivery**

- Oversee the delivery of the annual National Child Measurement Programme and ensure positive uptake of the programme. This involves planning delivering and evaluating the programme, ensuring it is aligned to national guidelines.
- Set out an annual NCMP schedule of activity which is time effective and geographically appropriate. Working with schools to ensure a high uptake of the programme is achieved.
- Ensure collected NCMP data is accurate, complete and meets national compliance standards. Annually uploading NCMP data onto the national database.
- Contribute to quarterly monitoring reports, annual team report and lead on the production of an annual NCMP report.
- Support the operational planning, delivery and evaluation of key programmes of work eg health needs assessment, RSHE network, Peer Ambassador Programme and parent workshops.
- Work both independently and as part of the team, to innovatively create positive health interventions and campaigns which will resonate with a broad range of audiences.
- Assist with the planning and delivery of health interventions and campaigns in schools and communities. Robustly evaluate programmes of work for the service, ensuring effectiveness of delivery. Analysing service user feedback to influence future intervention delivery.
- Work with others to support the sharing of national and local Public Health campaigns with schools and communities.
- Lead on designated projects, working with others to deliver results for the service.
- Actively work with and engage partners to ensure a joined up, county wide approach to schemes of work and positive health education.
- Contribute to the wider development of a Warwickshire Lifestyle strategy, working with key stakeholders to promote healthy lifestyles as part of the wider health and wellbeing initiatives.
- Support the analysis of aggregated data from a variety of sources to target resources and interventions more effectively.

- Line management of members of the Healthy Futures Team.

Developing Effective Relationships

- Be an active and positive member of the team and always demonstrating the Compass values of integrity, valuing each individual, being solution-focused and being consistent and reliable.
- Build and maintain strong relationships with partner agencies, particularly schools and Warwickshire County Council, exploring opportunities for collaborative working.
- Maintain effective communication, and cooperation with colleagues across Compass and contribute to organisation-wide initiative and working groups.
- Fully contribute to internal operational meetings sharing performance data and actions plans to ensure efficient service delivery

Training and supervision

- Participate in team meetings, supervision and training to stay up to date with team developments and organisational processes.
- Take responsibility for personal learning and professional development in line with Compass's Learning and Development Framework.
- Complete required mandatory, safeguarding, NCMP and HNA refresher training as appropriate.

Managing self

- Effectively manage your workload and contribute to the achievement of team objectives.
- Participate in the performance review process, reflecting on progress and identifying areas for continued development.
- Take personal responsibility for health, safety, and wellbeing in the workplace, promoting equality, diversity and inclusion at all times.
- Maintain confidentiality, safeguard information and adhere to Caldicott and Data Protection principles in line with Compass policy.
- Ensure all record keeping and reporting meets required standards, supporting quality assurance and audit processes.
- Act as a role model for good infection prevention and control, safeguarding practice, and professional conduct.

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

Carry out other duties as may be reasonably expected in accordance with the responsibilities/competency level of the post.

Key Working Relationships:

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

<ul style="list-style-type: none"> Teachers and key Health and Wellbeing and/or pastoral leads within education Families First Warwickshire Children and Families Wellbeing Service Primary care services CAMHS, sexual health and substance misuse services Other voluntary organisations Youth Council 		
Financial Responsibilities: N/A		
People Responsibilities: N/A		
PERSON SPECIFICATION		
Attributes	Requirements	Essential or Desirable (E/D)
Qualifications	<ul style="list-style-type: none"> Registered Nurse Post Graduate qualification in Public Health/Health Promotion or related discipline Degree qualification or equivalent 	D D E
Experience	<ul style="list-style-type: none"> Demonstrable experience, skills and attributes in a health improvement role Working as part of a team to promote positive health messages Working with children, young people, families and communities Leading and accountability for, health promotion initiatives/interventions Data compliance, analysis, report writing and presentation skills Leading and overseeing projects, including project planning, implementation, monitoring, review, analysis and evaluation Leadership and line management of others 	E E E D D D D
Skills and aptitudes	<ul style="list-style-type: none"> Ability to lead others and delegate/supervise staff Recognition and escalation of risk, contributing to control measure Planning workload, time management Work under pressure and able to manage changing priorities Understand need for evidence and statistical data collection, and achieving targets Good IT skills Team player and an enthusiastic personality Multi-agency/disciplinary working Excellent communication skills and the ability to engage CYPF Innovate practice and ability to influence others Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention 	E E E E E E E E E E

	<ul style="list-style-type: none"> • Visionary approach to managing change and transition • Positive attitude, flexible and adaptable, solution focused and tenacious 	E E
Other	<ul style="list-style-type: none"> • Car driver and have daily access to a car 	E
Essential Key Competencies/Personal Attributes:		
<p><i>The post holder must demonstrate strengths in the following competency areas:</i></p> <ul style="list-style-type: none"> • 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. • Autonomy – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them. • Communication Skills – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience. A strong ability to engage and communicate with children from the ages of 5-19 years. • Flexible & Adaptable – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas. • Concern for Detail & Accuracy – Able to give due care and attention to ensuring all aspects of work are accurate, with a thorough and methodical approach. • 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:		
<p><i>The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:</i></p> <ul style="list-style-type: none"> • 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 by working proactively to safeguard and promote the welfare of children, young people and vulnerable adults.		
DBS checks:		
DBS checks will be undertaken 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 .		
Equality, Diversity and Inclusion (EDI):		
We know diversity fosters creativity and innovation. We are committed to equality of opportunity, to being fair and inclusive, and to being a place where all belong. We expect all those employed or who volunteer to share our commitment.		

