


Job Title:	Bereavement Support Practitioner	
Reports To:	Team Leader	

Service Overview

A Children and Young Peoples (CYP) Bereavement service, commissioned by Wakefield Integrated Care Board to deliver specialist bereavement provision for CYP with complex or unresolved grief associated with un-expected loss, traumatic loss or multiple bereavements. For children, young people who are residents and/or registered with a Wakefield GP.

The service will provide education, early help and specialist support using a blend of face to face and digital interventions (remote counselling, guided self-help, online counselling) to maximise access and choice. The evidence-based interventions delivered by the counsellor will include psychoeducation, brief interventions and counselling.

The key aims of the service are to:

- Create an easily accessible service that enables all CYPF to receive information, advice and further support when they need it, and to reduce the likelihood of escalation to specialist services at a later date.
- Enable the wider education, health, social care system to provide bereavement support, by raising awareness, upskilling the wider workforce and developing appropriate care pathways to meet CYPF needs. The service will have a universal, targeted and specialist approach.

The service will adopt a stepped care and 'no wrong door' approach working proactively with priority partner agencies to deliver holistic multi-agency care based on early identification of need, risks and protective factors. The service will deliver interventions via targeted outreach on a 1:1 and group basis, operating by appointment from a range of accessible, CYPF friendly settings including schools, family hubs and community venues.

Service Structure

The service is located and fully integrated within the Compass Wakefield Emotional Health and Wellbeing Service, which is a district-wide prevention/early intervention service comprising 4 Wellbeing Practitioners and 1 Family Practitioner.

The service is led and managed by a Service Manager and 1 Team Leader with support from a Senior Administrator. The team will consist of appropriately qualified health and wellbeing staff from a range of health, social care and education backgrounds and BACP accredited counsellors. Staff will be required to work within their competency as a part of a whole team approach to deliver the full-service offer.

Purpose of the Role

The Bereavement Support Practitioner is an active member of the team working with others to support the delivery of bereavement support activities and to deliver positive outcomes for CYP with multiple or complex grief, and support adults and care givers to build knowledge, confidence and capacity to support all children who experience loss and grief.

The post holder will also support the team with the delivery of groupwork interventions, coordinating community activities, developing and supporting local bereavement networks and building strong links within the local community, promoting and raising awareness of bereavement support for CYP.

KEY DUTIES AND RESPONSIBILITIES

1 Service Delivery

The Bereavement Support Practitioner will operate on an outreach basis supporting the work of specialist bereavement counsellors.

It is anticipated that the Bereavement Support Practitioner will have generic service responsibilities completing tasks including the creation of age-appropriate resources that partner agencies can use with CYP, targeted outreach, supporting workforce training and engaging and supporting CYP and families to access the right help, first time.

The Bereavement Support Practitioner will work with specialist counsellors and the Wakefield Emotional Health and Wellbeing Service and other education, health and social care professionals, supporting wider understanding, competence and confidence through the delivery of training and routine professional consultation. They will strengthen integrated referral and care pathways and provide guidance and support to facilitate skills and knowledge to identify and put in place the appropriate support for CYP who experience bereavement, grief and loss.

The purpose of the service can be broken down into three distinct areas and it is anticipated that the Bereavement Support Practitioner will support in all activities in the delivery of universal and targeted approaches:

Universal

- Developing information and advice, digital resources and service offer promotion
- Developing a bereavement module of training for mental health and wider professional workforce
- Supporting and informing the mental health system wide training review
- Delivery of workforce training and resources
- Consultation/brief advice with professionals and families

Targeted

- Deliver parent/carer workshops to increase understanding of complex or unresolved grief associated with un-expected loss, traumatic loss or multiple bereavements
- Supporting digital therapeutic interventions as a virtual coach
- Supporting and developing local peer networks and support groups, including volunteer support workers and linking in alternative therapy providers and local support groups

Specialist

- Holistic assessment (primarily bereavement) and case management

- Referral & care pathway development for bereavement
- One to one counselling for those CYP with complex or unresolved grief associated with unexpected loss, traumatic loss or multiple bereavements (as part of a multi-agency specialist package of support). Evidence suggests risk of child death by suicide for these children is increased
- Multi-agency liaison including safeguarding
- Involvement in the care pathway steering group

2 Developing Effective Relationships

- 2.1 Be a proactive member of the team and reflect Compass' values.
- 2.2 Actively work towards developing and sustaining effective working relationships with schools, education settings and partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 2.3 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise to promote effective information sharing.

3 Managing Self

- 3.1 Prioritise own workload within agreed objectives using initiative.
- 3.2 Participate in regular supervision in accordance with Compass Policy.
- 3.3 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and guidelines for professional practice.
- 3.4 In conjunction with own 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.
- 3.5 Participate in the Compass performance review process and respond to agreed objectives.
- 3.6 Take responsibility for own and others' health and safety in the working environment.
- 3.7 Ensure that confidentiality is upheld at all times in line with Compass policy.
- 3.8 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 3.9 Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policies, procedures and guidelines.
- 3.10 Maintain accurate records in line with the Compass policies and procedures.
- 3.11 Skilled at managing conflict that may arise whilst working on behalf of Compass.

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.

PERSON SPECIFICATION

	ESSENTIAL
Qualifications	<ul style="list-style-type: none">• BTEC higher diploma or foundation degree in relevant field or equivalent skills/knowledge and experience
Knowledge & Experience	<ul style="list-style-type: none">• Understanding of loss, grief and emotional wellbeing issues that affect children, young people and their families• Child development and understanding behaviours• Safeguarding children and adult's guidance and legislation• Confidentiality, consent and mental capacity• Data Protection guidance and legislation• Minimum of one year of post qualification experience of working with children, young people and families• Delivery of health/wellbeing advice and support to children, young people and their families
Skills & Aptitude	<ul style="list-style-type: none">• Ability to learn in a variety of settings and using a variety of learning methods• Computer literate• Excellent oral and written communication skills• Excellent time management and organisational skills
Other	<ul style="list-style-type: none">• Access to own transport or evidence of ability to commute efficiently between community venues.

	DESIRABLE
Experience	<ul style="list-style-type: none"> • Experience of working in an education settings

Compass values

The post holder must demonstrate all Compass values:

- 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.