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| <b>Job Title:</b>  | Holistic Wellbeing Worker<br>BAND D |  |
| <b>Reports To:</b> | Service Lead                        |  |

### Service Overview

Mental Health Support Teams (MHSTs) are a prevention and early intervention service 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 settings.

MHSTs increase the CYPs mental health workforce and increase capacity to support pupils and students. Teams work alongside education staff to develop and embed a Whole School Approach (WSA) to mental health and wellbeing at all levels.

MHSTs have three core functions:

- Deliver evidence-based interventions for mild to moderate mental health issues
- Support the senior mental health lead to introduce/develop the WSA
- Provide timely advice to education staff, and liaise with specialist services to help CYP get the right support and stay in education

The service develops and delivers innovative methods to make a real difference to the lives of children, young people and families.

### Service Structure

The staffing structure is made up of an integrated skill mix team.

These roles include Supervising Practitioners, Assistant/Trainee/Qualified Education Mental Health Practitioners and specialist technical roles with staff coming from a wide range of professional backgrounds.

The Service Manager is supported by Team Leaders and a Senior Administrator who provide oversight and local leadership to the skill mix team.

### Purpose of the Role

The role of the Mental Health and Wellbeing Coach will be to support children and young people to gain a greater understanding of their own mental health and emotional wellbeing needs, as well as providing psychoeducation to the networks that support them holistically such as families, education staff and community stakeholders. Psychoeducation will be delivered via assemblies, workshops and training sessions. Psychoeducation will be in relation to self-esteem, body image and eating difficulties.

## KEY DUTIES AND RESPONSIBILITIES

## **1. Service Delivery**

- 1.1. Assess and deliver evidence-based interventions and psychoeducational tools in education settings for CYP who have mild to moderate mental health and wellbeing needs.
- 1.2. Work in partnership with stakeholders including children, young people and families (CYPFs) and education staff.
- 1.3. Support and empower CYPFs and education staff to make informed choices about the interventions being offered.
- 1.4. Undertake assessment of risk, where applicable, and operate clear risk management processes in line with locally agreed procedures.
- 1.5. Act upon and escalate concerns/incidents including disclosures regarding risk and safeguarding.
- 1.6. Attend multi-disciplinary/multi-agency meetings as appropriate in relation to the health and wellbeing of CYPFs.
- 1.7. Keep clear, professionally coherent records of all activity in line with both health and education service protocols and use these records and outcome data to inform decision making.
- 1.8. Complete all requirements relating to data collection.

## **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. Training and Supervision**

- 3.1. Continue to apply learning gained on any training programs directly related to practice.
- 3.2. Respond to and implement supervision suggestions by supervisors in practice.
- 3.3. Engage in and respond to personal development supervision to improve competencies and practice.
- 3.4. To disseminate research and service evaluation findings in appropriate formats through agreed channels.

### **3 Professional**

- 3.1 Ensure the maintenance of standards of own professional practice according to Compass policy and procedure.
- 3.2 Ensure appropriate adherence to any new recommendations or guidelines set by the relevant departments.
- 3.3 Ensure that confidentiality is always protected.
- 3.4 Ensure that any risks or issues related to the safety and wellbeing of anyone the postholder comes into contact within the course of their professional duties are communicated and shared with appropriate parties in order to maintain individual safety and the public interest.
- 3.5 Ensure clear objectives are identified, discussed and reviewed with supervisor and senior colleagues on a regular basis as part of continuing professional development.
- 3.6 Keep all records up-to-date in relation to Continuous Professional Development and the requirements of the post and ensure personal development plans maintain up-to-date specialist knowledge of latest theoretical and service delivery models/developments.
- 3.7 Attend relevant educational opportunities in line with identified professional objectives.

### **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 framework and guidelines for professional practice.
- 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 in the working environment.
- 4.6 Ensure that 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 Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policies, procedures and guidelines.
- 4.9 Maintain accurate records in line with the Compass policies and procedures.
- 4.10 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   | DESIRABLE   |
|-----------------------|---|---|
| <b>Qualifications</b> | <ul style="list-style-type: none"><li>• Qualification in mental health or working with children &amp; young people such as; 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.</li></ul> | <ul style="list-style-type: none"><li>• Experience/Training in Yoga, physical health and/or holistic wellbeing.</li><li>• Experience in project management.</li></ul> |

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|                                   | <ul style="list-style-type: none"> <li>• Experience of working in education/ mental health/sports/nutrition</li> </ul>   |   |
| <b>Knowledge &amp; Experience</b> | <ul style="list-style-type: none"> <li>• Knowledge of educational environments</li> <li>• Knowledge of safeguarding issues</li> <li>• Knowledge of capacity and consent issues including Gillick competence</li> <li>• Experience of working with children and young people, their families and others</li> <li>• Experience of working and liaising with a wide variety of agencies and stakeholders</li> <li>• Experience of delivering assemblies and workshops to children and young people</li> </ul> | <ul style="list-style-type: none"> <li>• Knowledge of the functional operation of specialist Children and Young People's Mental Health and Emotional Wellbeing services teams</li> <li>• Experience of monitoring and recording outcome measures for children's emotional wellbeing</li> <li>• Experience of working with vulnerable groups of children young people and families.</li> </ul> |
| <b>Skills &amp; Aptitude</b>      | <ul style="list-style-type: none"> <li>• Ability to carry out 1:1 therapeutic mental health interventions with children who present with low needs.</li> <li>• Ability to carry out 1:1 therapeutic mental health interventions with families</li> <li>• Ability to work within educational settings to increase mental health awareness within staff group</li> <li>• Ability to make an assessment of risk and to record and communicate it appropriately</li> </ul>                                     | <ul style="list-style-type: none"> <li>• Ability to teach others about mental health issues</li> <li>• Ability to conduct other group therapeutic interventions with children and their families</li> </ul>   |

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|              | <ul style="list-style-type: none"> <li>• Ability to take appropriate action to mitigate or manage risk</li> <li>• Excellent oral and written communication skills</li> <li>• Excellent time management and organisational skills</li> <li>• Ability to be able to build and maintain positive relationships with children and young people of all ages and families</li> <li>• Open minded and non-judgemental</li> <li>• Passionate about making a positive social change</li> <li>• Passionate about reducing the impact of diet culture, weight stigma and beauty standards on children and young people</li> <li>• Empowering people to improve their health outcomes and sense of well-being</li> </ul> |  |
| <b>Other</b> | <ul style="list-style-type: none"> <li>• Access to own transport or evidence of ability to commute efficiently between community venues.</li> <li>• Ongoing commitment to maintain registration in core profession, if applicable.</li> <li>• Willingness to study further, if required</li> </ul>   | <ul style="list-style-type: none"> <li>• Proven commitment to continuous professional development</li> </ul> |

## **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](https://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.