


<b>Job Title:</b>	Engagement and Participation Worker	
<b>Grade:</b>	D	
<b>Service:</b>	Healthy Futures	
<b>Reports to:</b>	Team Leader	

### **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 Engagement and Participation worker will develop, coordinate and deliver the Peer Champion Ambassador model across primary and secondary schools in Warwickshire, empowering children and young people to take active leadership roles in promoting health and wellbeing within their school communities. The postholder will work closely with schools, pupils and community partners to build positive relationships and ensure that peer-led approaches are meaningful, inclusive and aligned with local public health priorities. In addition they will actively work to engage with vulnerable and harder to reach groups such as; Children Looked After, Young Carers, those home educated, SEND, NEET etc. They will support the recruitment and training of Youth/Parent/Carer Champions who will lead on service developments and ensure You're Welcome standards are met across the system. They will provide training, mentoring and practical support to both school staff and Peer Champion Ambassadors, helping pupils to design and deliver campaigns, assemblies and initiatives that engage others and strengthen whole-school approaches to wellbeing.

In addition The Engagement and Participation worker will monitor and evaluate the impact of the programme, gathering feedback and evidence to inform future development and share good practice. By embedding pupil voice and participation throughout the service, the role will contribute to the delivery of high-quality, evidence-based health promotion and education that makes a measurable difference to the lives of children and young people across Warwickshire.

**Key Duties and Responsibilities****Service Delivery**

- Design, deliver and evaluate the Peer Champion Ambassador programme, ensuring activities are age-appropriate and reflect current public health priorities.
- Support schools to identify and recruit suitable pupils to act as Peer Champion Ambassadors. Deliver structured training and development sessions for Peer Champion Ambassadors, building skills in leadership, communication, teamwork and wellbeing advocacy.
- Co-ordinate the Peer Champion Network across schools and communities, ensuring regular communication, opportunities for collaboration, and celebration of achievements.
- Work with schools to embed pupil voice and peer-led health promotion within PSHE, RSHE and wider personal development frameworks.
- Support the creation and delivery of student-led campaigns, assemblies and projects promoting health and wellbeing themes (e.g. healthy lifestyles, relationships, emotional wellbeing, online safety).
- Gather and analyse feedback from pupils, schools and partners to evidence impact and inform continuous improvement.
- Produce clear, accurate records and reports demonstrating participation, outcomes, and case examples.

**Developing Effective Relationships**

- Build and sustain positive working relationships with schools, local authorities, and community partners.
- Collaborate with colleagues across the Healthy Futures Team to ensure peer-led initiatives

complement wider service delivery (NCMP, HNA, parent workshops, and health campaigns).

- Represent Compass at meetings, events, and forums relating to youth participation and wellbeing education.
- Work collaboratively with the School Nursing and wider public health teams to ensure consistent health and wellbeing messaging, coordinated delivery, and effective signposting for pupils requiring additional support.

### **Training and Supervision**

- Participate in team meetings, line management and supervision.
- Support colleagues to develop skills in co-production and participative methods with children and young people.
- Maintain professional knowledge and skills through training, supervision and the Compass Learning and Development Framework.

### **Managing self**

- Plan and manage workload effectively to meet programme timelines and service outcomes.
- Maintain confidentiality and uphold safeguarding and data protection responsibilities at all times.
- Promote equality, diversity, and inclusion in all aspects of service delivery.
- Demonstrate Compass's values of Integrity, Valuing Each Other, Being Solution-Focused, and Consistency and Reliability in all aspects of work.
- Undertake other duties consistent with the responsibilities and grade of the post.

### **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:

- 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"> <li>NVQ Level 2 Health and Social Care/Level 2 Certificate in Supporting Teaching and Learning/ T-Level in Education and Childcare</li> <li>Experience as a higher level teaching assistant</li> <li>NVQ Level 3 Health and Social Care/Level 3 Certificate in Supporting Teaching and Learning</li> </ul>	E  D D
Experience	<ul style="list-style-type: none"> <li>Minimum of 1 yrs experience of working with children, young people and families</li> <li>Designing, undertaking and coordinating effective participation and engagement programmes and activities with children, young people and families</li> <li>Proven experience of engaging with community and vulnerable groups</li> <li>Experience of working in a team</li> <li>IT skills</li> </ul>	E  E  E E E
Skills and Aptitudes	<ul style="list-style-type: none"> <li>Excellent communication skills and the ability to engage children, young people and families</li> <li>Able to develop, establish and maintain positive relationships with others</li> <li>Planning workload, time management</li> <li>Work under pressure and able to manage changing priorities</li> <li>Understand need for evidence and statistical data collection, and achieving targets</li> <li>Ability to analyse, evaluate and rationalise data and enable progressive models of delivery and intervention</li> <li>Innovate practice and ability to influence others</li> <li>Team player and an enthusiastic personality</li> <li>Multi-agency/disciplinary working</li> <li>Positive attitude, flexible and adaptable, solution focused and tenacious</li> </ul>	E  E  E E  E  E E E E
Other	<ul style="list-style-type: none"> <li>Car driver and have daily access to a car</li> <li>Able to work all year round and flexibly as part of a team to best meet business need</li> </ul>	E E
<b>Essential Key Competencies/Personal Attributes:</b>		
<p><i>The post holder must demonstrate strengths in the following competency areas:</i></p> <ul style="list-style-type: none"> <li><b>Team Player</b> – 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.</li> <li><b>Interpersonal Skills</b> – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.</li> <li><b>Autonomy</b> – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.</li> </ul>		

- **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:**

*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 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](http://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.