Job Title:	Healthy Child Practitioner
Job Grade:	C
Reports To:	Health Promotion Team Leader

Compass

Services to improve health and wellbeing

Service Overview:

The Young Health Hub is an enhanced Public Health School Nursing Service in Tower Hamlets. It is a high quality, visible, accessible and confidential outcome focussed service that improves the health and wellbeing of children and reduces health inequalities for school aged children and young people in the Borough.

The service delivers key elements of the universal Healthy Child Programme (including NCMP, annual Health Needs Assessments at key staged contacts) as part of the service offer to school-aged children and families (aged 5-19 years up to 25 with special educational needs) and priority partners/wider stakeholders.

The service leads, delivers, develops and evaluates preventative services and universal public health programmes within schools and community settings using innovative and evidenced models of delivery in accordance with local need. The services provided are planned and reviewed annually based on the evidence of actual need derived from the universal offer in conjunction with other strategic needs assessment data.

Job Purpose:

Health and Wellbeing Practitioners operate on an outreach basis using the hub and spoke model and are responsible for delivery of the service within co-locations including schools, youth clubs, as well as the clinical hub and spokes. Health Lives Practitioners deliver a range of interventions to Children, Young People and Families aged 5-19 to meet their holistic health needs including social and emotional health, weight and eating, substance use and sexual health with an emphasis on school health screening and universal health promotion. They offer an accessible service with no wrong door approach. Activities include; Universal, Targeted and Specialist services, as well as taking part in the Duty System, providing telephone support for professionals, young people, parents and carers and delivering the text messaging and app service.

Key Duties and Responsibilities:

1. Operational

1.1 Be responsible for the delivery of the service throughout the local area, working within an identified number of young people friendly settings including the clinical hub and spokes.

1.2 Contribute to wider workforce development by delivering training and health promotion. Provide advice to professionals in multi-agency setting/meetings including CIN, LAC reviews and CP plans.

1.3 Delivery of universal health screening including the National Child Measurement Programme (NCMP), Hearing and Vision Screening and health reviews.

1.4 Deliver health promotion messages via school based programmes including PSHE/RSE, programme delivery with targeted youth support, assemblies, community events and assertive outreach.

1.5 Contribute to the referral and duty system; undertaking screening, multi-agency liaison, signposting.

1.6 Support engagement and participation work within the service.

1.7 Provide advice and information to children and young people using different methods and platforms.

1.8 Carry out health screens and holistic health assessments on young people accessing the service.

1.9 Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist colleagues/agencies e.g. CAMHS, sexual health services, substance misuse services.

1.10 Carry out assertive outreach providing advice and guidance at satellite locations including community groups/services.

1.11 Deliver and develop targeted psychoeducational group work within schools and colleges to young people (and parents/carers) identified as having additional needs; this will include such topic areas as healthy eating, healthy relationships, oral hygiene, physical activity.

1.12 Promote positive team working and contribute to service development through having an equalities themed area; knowledge of which will be shared with the team in order to upskill colleagues.

1.13 Initiate referrals to specialist CAMHS, and/or Children and Family services when a child or young person is deemed at risk of harm.

1.14 Provision of written reports, chronologies as required, participating and attending CAF, Looked After Children, Child in Need, Child Protection meetings and case conferences as appropriate.

1.15 Ensure effective safeguarding of young people in line with Compass' Safeguarding Policy and Procedure.

1.16 Promote the Children and Young People's Health and Wellbeing Service positively to other agencies and professionals.

1.17 Support the engagement and participation work across the partnership.

2. Developing and Maintaining Relationships

2.1 Actively work towards developing and maintaining effective working relationships both within and outside Compass.

2.2 Foster and maintain strong links with all services across Compass.

2.3 Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.

2.4 Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Tower Hamlets Children and Young People's Health and Wellbeing service.

3. Managing Resources

3.1 Effectively maintain service equipment to ensure efficient use of resources.

4. Managing Self

4.1 Prioritise own workload within agreed objectives using your own initiative.

4.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.

4.3 Take responsibility for your own and others' health and safety in the working environment.

4.4 Promotes equal opportunity and diversity within Compass.

4.5 Ensure that confidentiality is upheld at all times in line with Compass policy.

4.6 Ensure safeguarding responsibilities are delivered in line with role and competency level.

4.7 Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.

4.8 To act as a role model in applying good infection control prevention and control policy and practice within Compass.

4.9 Participate in the Compass performance review process and respond to agreed objectives.

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

<u>Qualifications</u>

- Relevant qualification in healthcare/substance misuse/youth work/psychology/counselling/mental health; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent e.g. NVQ Level 4 in Children, Young People families.

<u>Experience</u>

- Minimum 2-year experience of working with children, young people or adults in a community setting
- Facilitating group work with children, young people or young adults

- Inter-agency and multi-disciplinary working
- Working with at risk or vulnerable groups.
- Obtaining information about individuals/circumstances/needs and preferences.

Knowledge

- Safeguarding children and adults guidance and legislation
- Developmental needs of children and young people
- Equality and Diversity guidance and legislation
- Confidentiality, consent and mental capacity
- Risk taking behaviour and the resulting problems
- Mental health, emotional health and emotional wellbeing
- Data Protection guidance and legislation
- Computer packages including Microsoft Office

Personal

- Ability and willingness to adopt a flexible approach to working outside normal office hours or at different venues on occasion
- Able to undertake the demands of the post with reasonable adjustments where required
- Handling sensitive and confidential information and maintaining discretion and confidentiality
- Able to regularly travel for work purposes effectively and efficiently around the borough

DESIRABLE

Experience

- Involving children and young people and their families in design, delivery and development of services.
- Delivery of behaviour change support.

Knowledge

- Substance misuse guidelines and quality standards
- Contraception and sexually transmitted infections (STIs)
- Fraser and Gillick competency
- Evidence based practice
- Advocacy, offering guidance and mentoring support
- Delivery of professional training

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 colleagues to do the same:

We are Solution Focused
We believe in the art of the possible
We believe in being courageous and collaborative

We Act with Integrity
We believe our actions speak louder than words
We believe in asking for and offering help

We are Consistent & Reliable
We believe tenacity leads to success
We believe that no effort goes to waste

We Value Each Other
We believe in treating others as we expect to be treated
We believe everyone has something to contribute regardless of role

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.

Equality, Diversity & Inclusion:

The post holder must demonstrate and share our commitment to EDI:

- Actively support a safe, inclusive team culture where colleagues and service users of all backgrounds feel respected and empowered.

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.