Job Title:	Health Promotion Practitioner
Job Grade:	B
Reports To:	Team Leader

Compass

Services to improve health and wellbeing

Service Overview:

Our Health Promotion service supports children, young people and families to improve their health and wellbeing through prevention, education and early intervention. Working across schools, community settings and in partnership with local organisations, our team helps children and young people develop the knowledge, confidence and skills to make informed choices about their health.

The service delivers a range of engaging and age appropriate health promotion activities, including classroom sessions, group workshops, assemblies and community events. These cover key public health priorities such as healthy eating, oral health, relationships, emotional wellbeing and positive lifestyle choices, responding to the needs of the communities we serve.

Working collaboratively with schools, families and partner organisations, the team supports health needs assessments, public health programmes and opportunities for children and young people to participate in shaping activities that affect their wellbeing. Through the collection of health information and feedback, we help identify emerging needs and contribute to the development of a responsive, evidence based service.

Through accessible, inclusive and creative approaches, our Health Promotion service aims to reduce health inequalities, encourage positive health behaviours and help children, young people and families build healthier futures.

Job Purpose:

The Health Promotion Practitioner plays an important role in improving the health and wellbeing of children, young people and families through the delivery of engaging, inclusive and evidence based health promotion activities.

Working closely with schools, families and community partners, the post holder will deliver the National Child Measurement Programme (NCMP) and Health Needs Assessment (HNA), alongside age appropriate health education sessions, workshops and community events that encourage positive health behaviours and lifelong healthy habits.

The role involves collecting and accurately recording health information using approved systems, maintaining the competencies required to deliver programmes safely and effectively, and contributing to the evaluation of service activities.

The post holder will build positive relationships with children, young people, families and education settings, helping to identify local health needs and sharing insights that inform service planning. Working collaboratively with colleagues, they will contribute to the development and delivery of creative, evidence based initiatives that support improved health outcomes and reduce health inequalities.

Key Duties and Responsibilities:

1. Operational

1.1 Work collaboratively with colleagues and schools to plan, deliver and evaluate the National Child Measurement Programme (NCMP) and Health Needs Assessment (HNA), producing activity reports as required.

1.2 Ensure all information collected is complete, accurate and securely recorded using approved IT systems and equipment, in accordance with Compass policies and national standards.

1.3 Deliver engaging and age appropriate public health and wellbeing activities for children, young people, parents and carers, including classroom sessions, assemblies, workshops and community events.

1.4 Support the development and delivery of Peer Champion programmes, encouraging pupil participation and promoting positive health behaviours.

1.5 Engage effectively with children and young people of different ages and abilities, adapting communication and activities to meet individual needs.

1.6 Make every contact count when engaging with pupils, school staff and families, recognising potential concerns and escalating these appropriately to senior colleagues.

1.7 Respond professionally to general enquiries, providing information and directing individuals to appropriate colleagues or services when required.

1.8 Provide administrative and data entry support to the team, contributing to the effective coordination and delivery of service activities.

1.9 Maintain accurate records and reports, ensuring information meets required standards and supports service monitoring, quality assurance and audit processes.

1.10 Complete mandatory training and required safeguarding, NCMP and HNA refresher training to maintain the competencies necessary for safe and effective service delivery.

1.11 Work independently within the responsibilities and competencies of the role, recognising when guidance, support or escalation is required.

2. Developing and Maintaining Relationships

2.1 Build and maintain positive working relationships with children, young people, families, schools and community partners, supporting effective engagement with health promotion activities.

2.2 Develop effective relationships with teachers, pastoral leads and other education professionals to support the planning and delivery of health promotion programmes.

2.3 Work collaboratively with partner agencies and community organisations, identifying opportunities for joint working that support children, young people and families.

2.4 Maintain effective communication and cooperation with colleagues across Compass, contributing to team activities, organisational initiatives and working groups.

2.5 Actively contribute to the Healthy Futures Team, demonstrating Compass values and supporting a positive, inclusive and collaborative working environment.

2.6 Engage with children, young people and school staff to understand local health needs, sharing relevant feedback and insights with colleagues to inform service planning and development.

3. Managing Resources

3.1 Use service equipment, materials and IT systems appropriately, ensuring resources are maintained and used effectively to support programme delivery.

3.2 Support the preparation, organisation and coordination of resources required for school sessions, health promotion activities, NCMP and HNA delivery.

3.3 Contribute to the effective use of team resources by planning and organising assigned activities, meeting agreed deadlines and responding flexibly to changing service priorities.

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.

5. Flexible Approach

5.1 To undertake such other duties or requirements, including evening or weekend working where required, as may be reasonably expected in accordance with the grade of the post and agreed with the line manager.

Financial Responsibilities: None

People Responsibilities: None

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- NVQ Level 2 in Health and Social Care.

Experience

- Experience of working with children, young people and families.
- Experience of working as part of a team.
- Experience of using IT systems.
- Experience of multidisciplinary and multi-agency working.

Knowledge

- Understanding of the importance of evidence, statistical data collection and achieving performance targets.

Personal

- Ability to plan and prioritise workloads, manage time effectively and meet deadlines.
- Ability to work under pressure and adapt to changing priorities.
- Ability to work collaboratively as part of a team, supporting colleagues and contributing to shared objectives.
- Excellent written and verbal communication skills, with the ability to engage effectively with children and young people aged 5 to 19, families and professionals.
- Ability to develop and maintain positive working relationships with internal and external stakeholders.
- Ability to work independently, use initiative, anticipate problems and identify appropriate solutions.
- Positive, enthusiastic, flexible and adaptable approach, with a willingness to embrace change and new ideas.
- Strong attention to detail, ensuring accuracy in recording information and completing tasks.
- Ability to demonstrate empathy, self-awareness, personal integrity and professional conduct.
- Motivated, reliable and organised, with a commitment to delivering agreed objectives.
- A solution focused and tenacious approach to overcoming challenges.
- Hold a current valid driving licence and daily access to a vehicle

DESIRABLE

Qualifications

- NVQ Level 3 in Health and Social Care.

Experience

- Experience of working within a community health team.

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.