


<b>Job Title:</b>	Health and Wellbeing Practitioner (Substance Misuse – early intervention and outreach)	
<b>Grade:</b>	D £29,545 – 34,683 (plus London Weighting)	
<b>Service:</b>	Harrow	
<b>Reports To:</b>	Service Manager	

### **Purpose of the Role**

The Young People’s Health and Wellbeing Practitioner (Early Intervention and Outreach) will deliver community-based and outreach support across Harrow, working flexibly within co-located settings such as schools, colleges, youth clubs, youth justice services, mental health services and other community venues.

The post holder will develop and deliver health promotion and early intervention activity, including substance misuse education (drugs, alcohol and wider risky behaviours) through PSHE sessions, group work and outreach sessions, as well as attending after-school youth provision. All work will be delivered using a trauma-informed, strengths-based and young person-centred approach, recognising the impact of adverse experiences on health, behaviour and engagement. The role also includes representing Compass at community and stakeholder events, promoting the service and providing advice, guidance and signposting.

Alongside this, the practitioner will support the service’s digital engagement activity, including contributing to the quarterly newsletter and maintaining social media presence, helping to raise awareness of the service and engage young people and partners.

The role plays a key part in strengthening and maintaining effective joint working across Harrow, building positive relationships with partner agencies and community stakeholders.

The practitioner will hold a small caseload of young people requiring brief, targeted interventions, providing advice and guidance around substance use, drug education and harm reduction. Interventions will be delivered through one-to-one, group, digital and remote methods, using trauma-informed principles, and across a range of settings, responding flexibly to the needs of young people.

### **Service Overview and Structure**

Compass Elevation is the young people’s Risky Behaviour Service, working across Harrow to support children and young people aged 5–24 who need help in relation to drug and alcohol use and associated risk-taking behaviours.

The service works with a range of priority and at-risk groups, including children looked after, young carers, young people not in education, employment or training (NEET), those in alternative education, and children and young people affected by parental substance misuse, mental health difficulties or domestic abuse. A range of early intervention, prevention and targeted interventions are delivered across the Harrow community.

The Health and Wellbeing Practitioners work as a small, integrated team, supporting one another and working collaboratively to deliver high-quality, consistent interventions. The team reports to the Service Manager and works closely together to ensure effective case management, outreach

delivery and partnership working.

Practitioners are based within a central Harrow location, which acts as a hub for the service. This base provides space for team working, supervision and service delivery, and is also a location where young people can be seen for one-to-one interventions or attend scheduled drop-in sessions, alongside community-based and outreach work across the borough.

## **KEY DUTIES AND RESPONSIBILITIES**

### **1. Service Delivery**

Work flexibly across the Harrow community, in a variety of settings to deliver health promotion, drug and alcohol awareness and targeted intervention that meet the needs of young people and the community through:

- Raising awareness of substance use through education and harm reduction approaches.
- Working effectively with a range of stakeholders to ensure the service offer is integrated and known across the community.
- Screen young people and deliver targeted and brief interventions addressing substance misuse, associated risks, needs and protective factors.
- Deliver trauma-informed, strength-based interventions based on holistic assessment and goal setting.
- Keeping young people and their families at the center of our work through actively involving them and seeking their voice in the ongoing development of our health promotion offer and work across the community.
- Identify and manage risk, completing risk management and safety plans as required.
- Recognise and respond to safeguarding concerns in line with Compass safeguarding, GDPR and information-sharing policies.
- Ensure interventions respect the rights, preferences and choices of young people and promote dignity, safety and wellbeing.

### **2. Developing Effective Relationships**

- To work collaboratively across the Harrow community with a wide range of services and partners including education, children's social care, youth services, CAMHS, youth justice service, primary care and other youth services.
- Developing good knowledge of activities and services for young people across Harrow and offering advice, signposting and onwards referral as appropriate
- Ensuring appropriate partnership and community visibility through attendance and contribution at relevant stakeholder forums.
- Developing and maintaining professional relationships that enable collaborative working and raise the profile of the service and reduces

### **3. Operational**

- To lead in the development and delivery of health promotion advice, support and education around drugs and alcohol via community/school-based programmes including supporting PSHE programme delivery, community events and through outreach.
- To ensure the service is represented at key community events and working with the community safety team around hot spot areas identified.
- To contribute to the development of early interventions and prevention work within schools and wider youth provision.
- Work as part of a team to ensure the key performance indicators and outcomes for young people and families are delivered and achieved.
- To engage and participate in management and case supervision adopting the approach of reflective practitioner
- Record and maintain accurate objective and up to date records and data specific to the interventions provided to individual young people and record accurately all outreach and community work
- Provision of written reports as required to support multi agency working.
- Be a team player and contribute to wider service developments and adopt a solution focused approach to work.

### **3 Managing Self**

- Prioritise own workload within agreed objectives using initiative.
- Participate in regular supervision in accordance with professional guidelines.
- Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and guidelines for professional practice.
- Participate in the Compass performance review process and respond to agreed objectives.
- Take responsibility for one's own and others' health and safety in the working environment.
- Ensure that confidentiality is always upheld in line with Compass policy.
- Ensure safeguarding responsibilities are delivered in line with role and competency level.
- Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policy and procedure.
- Maintain accurate records in line with the Compass policies and procedures.

#### **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.
- Work flexibly including some evening working as may be necessary to support outreach and community work.

## PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Relevant qualification in substance misuse/youth work/counselling psychology/mental health, such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 3 in Children, Young People or families, social care or mental health.	
<b>Knowledge &amp; Experience</b>	<p>Safeguarding children and adults' guidance and legislation.</p> <p>Developmental needs of children and young people.</p> <p>Equality and Diversity guidance and legislation.</p> <p>Confidentiality, consent and mental capacity.</p> <p>Risk taking behaviour and the resulting problems.</p> <p>Mental health, emotional health and emotional wellbeing.</p> <p>Data Protection guidance and legislation.</p> <p>Knowledge around drugs/alcohol and harm reduction.</p> <p>Contraception and STI's</p>	
<b>Skills &amp; Aptitude</b>	<p><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.</p> <p><b>Interpersonal Skills</b> – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.</p> <p><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.</p>	

	<p><b>Strategic Thinking</b> – able to identify and manage risk with the ability to elicit information to make an assessment of need.</p> <p><b>Communication Skills</b> – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.</p> <p><b>Confidence &amp; Resilience</b> – able to deliver messages in a confident manner with excellent presentation skills and group work skills.</p> <p><b>Flexible &amp; Adaptable</b> – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.</p> <p><b>Self-Awareness</b> – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.</p> <p><b>Motivated</b> – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.</p>	
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**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](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.