



Job Title	Youth Justice Health and Wellbeing Worker
Service	North East Lincolnshire Mental Health Support Team (MHST) Compass GO.... JEFF Project
Reports to	Team Leader- JEFF project

Purpose of the Role:

JEFF stands for Journey to Enrichment, Fulfilment and Friendship- Children and Young People chose this name for the project

The JEFF Health and Wellbeing workers will form part of our existing commissioned Children and Young Peoples Mental Health Support Team Services and work to support Children and Young People (CYP) in contact with Youth Justice Services to access the right mental health and emotional wellbeing services at the right time and to promote mental health and emotional wellbeing by engaging with CYP in the community through the delivery of mental health and emotional wellbeing outreach activities.

The post holder(s) will hold a caseload of young people at risk of entering, or currently involved in the youth justice system who present with mental health or emotional wellbeing needs.

YJHWP Workers will ensure identified children and young people receive the right support, at the right time, and from the right professional to:

- Increase Children and Young People's awareness of the impact of mental wellbeing.
- Divert 'at risk' children and young people away from offending.
- Positively contribute to the reduction of offending/re-offending.
- Improve young people's emotional wellbeing and outcomes.

YJHWP Workers will offer a holistic service with an accessible no wrong door approach spanning universal, targeted and specialist interventions.

The post holder(s) will work closely and in full collaboration with our partner agencies, We are with you and VCSE organisations that are included in the JEFF project, across NE Lincolnshire.



Operational Delivery

Responsibility for the development and delivery of Compass emotional and mental wellbeing interventions for young people at risk of entering, or currently involved in youth justice services, within North East Lincolnshire.

Responsibility for identifying, targeting and intervening with children and young people who are in contact with YJS (or at risk of) to ensure they are supported to develop and sustain emotional health and wellbeing.

Responsibility for the upskilling and increased knowledge of the wider workforce in NE Lincs through the delivery of mental health and emotional wellbeing workforce training.

To co-locate within North East Lincolnshire Youth Justice Service providing integrated screening, assessments and interventions aligned to YJS.

To develop seamless progressive pathways and interventions for CYPs and supporting young people to the right services post-intervention/contact, including CAMHS, GRAFT, Police, with particular focus on underrepresented groups and those with protected characteristics.

Provide mental health advice to professionals in multi-agency setting/meetings including CIN, CLA reviews and CP plans.

Provide advice and information to children, young people and families regarding mental health and emotional wellbeing and services.

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

Deliver time limited structured psychosocial and preventative early interventions to young people.

Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies.

As part of the holistic service offer, deliver non-specialist emotional well-being interventions which promote healthier lifestyle choices.

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

Provision of written reports, chronologies as required, participating and attending Early Help, Children Looked After, Child in Need, Child Protection meetings and case conferences, and YJS referral panels/court reports on the need to know basis or when perceived to have a contribution to the task involved.



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

Promote the services positively to other agencies and professionals

Developing and Maintaining Relationships

Actively work towards developing and maintaining effective working relationships both within and outside Compass, with particular focus on Youth Justice Services and wider Services including the Police, Probation, Substance Misuse Service and education settings.

Foster and maintain strong links with all services across Compass.

Seek the opportunity for collaborative working and proactively initiate and sustain such relationships, particularly the VCSE organisations aligned to the JEFF project.

Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached.

Managing Resources

Effectively maintain service equipment to ensure efficient use of resources.

Personal Responsibilities

Prioritise own workload within agreed objectives, and deciding when to refer to others as appropriate.

Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.

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

Comply with the policies and procedures of Compass.

Ensure that a professional service and image is maintained at all times.

Ensure own actions support the equality, diversity, rights and responsibilities of individuals.

Work independently within a co-location and multiple host environments.

Attend mandatory training programmes specific to job role.

Attend and engage in supervision requirements, as per Compass' supervision policy.

Flexible Approach

To undertake any evening as required.

To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

Compass





PERSON SPECIFICATION

Essential Qualifications, Experience and Knowledge:

Qualifications

- BTEC higher diploma or foundation degree in relevant field or equivalent skills/knowledge and experience.

Experience

- Minimum of one year of post qualification experience of working with children, young people and families.
- Experience of working with children and young people who are at risk of entering and/or involved with the Youth Justice Service.
- Delivery of mental health and emotional wellbeing advice and support to children, young people and their families.

Knowledge

- Understanding of mental health and emotional wellbeing issues that affect children, young people and their families.
- Child development and understanding behaviours.
- Safeguarding children and adult's guidance and legislation.
- Equality and Diversity guidance and legislation.
- Confidentiality, consent and mental capacity.
- Risk taking behaviour and the resulting problems.
- 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.
- Ability to undertake the demands of the post with reasonable adjustments where required.
- Ability to handle sensitive and confidential information and maintain discretion and confidentiality.
- Encourages others to express their views, feelings and wishes.
- Full driving licence and access to vehicle.

Key Competencies/Personal Attributes:

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The post holder must demonstrate strengths in the following competency areas:

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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.

Autonomy – ability to work without direct supervision, prioritising work and acting on own initiative where appropriate; pre-empting problems and working to solve them.

Strategic Thinking – able to identify and manage risk with the ability to elicit information to make an assessment of need.

Communication Skills – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.

Confidence & Resilience – able to deliver messages in a confident manner with excellent presentation skills and group work skills.

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 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:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.



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.