


Job Title:	Health and Wellbeing Practitioner (Substance Misuse – Early Help and Social care)	
Grade :	D £29,545 - £34,683 (plus London Weighting)	
Service :	Tower Hamlets	
Reports To:	Team Leader	

Purpose of the Role

The Young People’s Health and Wellbeing Practitioner will be responsible for providing advice, support, harm reduction and psychosocial interventions to children, young people and families under 19yrs, who are experiencing substance misuse issues.

Interventions delivered will be through 1-1, remote, digital and group work in a range of settings.

This role involves managing a caseload of clients, developing and implementing individualised care plans, and working collaboratively with key stakeholders to ensure a holistic and integrated approach to service delivery for young people.

Health and Wellbeing Practitioners will work across the local community delivering services within locations including co-locations including schools, YJS, Children & Family centres, youth clubs, CAMHS, and other venues and settings used by young people.

Health and Wellbeing Practitioners hold a caseload of young people presenting with needs relating to substance misuse, health relationships, and risky behaviour. They offer a holistic service and activities include universal, targeted and specialist interventions.

This role will also take a lead in a specialist area as described below :

Early Help and support

This role will take a lead in developing and shaping how we collaborate and work as part of Family Hubs/Targeted youth support and children’s social care. The Family Hubs Network provides educational, health, council services and voluntary community sector (VCS) partners with a new way to signpost and support families, ensuring they receive **the right support, at the right place, and at the right time.**

The post holder will work across the family hub network and be co located as appropriate in the family hubs/early help locations and form part of the Team Around the Family (TAF) approach offering substance misuse related information, advice and psychosocial interventions to CYP.

The post holder will work closely with social care and wider partners to provide any early assistance needed to create positive outcomes for children and families and reduce the impact and risk caused by problematic substance misuse.

Service overview and Structure

Compass Safe East is the young people's Risky Behaviour Service, working across Tower Hamlets and responding to the needs of children and young people who need support around drug and alcohol use. (13-19yrs).

This includes young people who have been identified as vulnerable to developing problematic substance use and/or associated risk-taking behaviours. We directly work with 'at risk' and priority groups of children and young people (e.g. CLA, young carers, NEET, CYP in alternative education, children affected by parental substance misuse, mental health and domestic abuse).

The service provides a range of interventions to children and young people across the community

KEY DUTIES AND RESPONSIBILITIES

1. Service Delivery

Work flexibly in a variety of co located settings to meet the needs of young people through :

- Screening and identifying young people substance misuse and associated risks/needs and protective factors
- Developing strength-based care plans that are; comprehensive, young person-centred and trauma informed,
- Individualised care plans and goal setting based on a clear holistic assessment of the young people's needs and circumstances.
- Raising awareness of substance through education and offering a harm reduction approach.
- Involving young people and their family/advocates in the planning of their care.
- Assessing risk and completing accurate, young person-centred and risk assessments and risk management/safety plan
- Identifying and responding to safeguarding concerns, adhering to Compass safeguarding and GDPR/information sharing policy
- Regularly reviewing and, where required, updating risk assessments and care plan through regular reviews that ensure continued relevance of interventions.
- Providing person-centred care that reflects the rights, preferences and choices of young people in an environment that is safe, healthy and maintains the individual's dignity and well-being.

2. Developing Effective Relationships

- To work collaboratively with wider children's service provision including, education, children's social care, youth services, CAMHS, youth justice service, primary care and other youth services.
- Signposting and active onwards referral to ensure holistic needs are met
- Ensuring appropriate multi-agency working through attending and contributing to multi-disciplinary partnership meeting and referrals to other agencies.
- Developing and maintaining professional relationships to support and enable positive outcomes for our young people

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

3. Operational

- To contribute to the development, co-ordination and facilitation of early interventions and prevention work within schools and wider youth provision.
- To deliver health promotion messages via community/school based programmes including PSHE programme delivery, community events and through outreach.
- 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/case notes and data specific to the interventions support provided to young people.
- 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

- 3.1 Prioritise own workload within agreed objectives using initiative.
- 3.2 Participate in regular supervision in accordance with professional guidelines.
- 3.3 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework and guidelines for professional practice.
- 3.4 Participate in the Compass performance review process and respond to agreed objectives.
- 3.5 Take responsibility for own and others' health and safety in the working environment.
- 3.6 Ensure that confidentiality is upheld at all times in line with Compass policy.
- 3.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 3.8 Work in accordance with Caldicott Principles and Data Protection principles and adhere to all relevant Compass policy and procedure.
- 3.9 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.

PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Qualifications	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.	
Knowledge & Experience	<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>Substance misuse guidelines and quality standards.</p> <p>Contraception and STI's</p>	
Skills & Aptitude	<p>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.</p> <p>Interpersonal Skills – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.</p> <p>Autonomy – 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>Strategic Thinking – able to identify and manage risk with the ability to elicit information to make an assessment of need.</p> <p>Communication Skills – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.</p> <p>Confidence & Resilience – able to deliver messages in a confident manner with excellent presentation skills and group work skills.</p> <p>Flexible & Adaptable – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.</p> <p>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.</p> <p>Motivated – 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 Harrow HWB worker Early Help – April 2025
 Review : April 2026
 Assistant Director Operations

further information about what is required in this process please go to 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.