


Job Title:	Health and Wellbeing Practitioner	
Service:	Harrow YP	
Reports To:	Team Leader	

Purpose of the Role:

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, YJS, youth clubs, CAMHS as well as the clinical hub and spokes. Health and Wellbeing Practitioners hold a caseload of young people presenting with needs relating to substance misuse, sexual health and associated risky behaviour. They offer a holistic service with an accessible 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 managing the text messaging service. This role also works closely with the Engagement and Participation Support Worker, supporting the development and delivery of targeted workshops in youth clubs, universal sessions in schools and both the Peer Education.

Outline of the Post:

The post holder will be expected to:

Operational Delivery

- 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.
- Contribute to wider workforce development by delivering training on risky behaviours and health promotion. Provide expert advice to professionals in multi-agency setting/meetings including CIN, LAC reviews and CP plans.
- Deliver health promotion messages via school based programmes including PSHE, programme delivery with targeted youth support, assemblies, community events and assertive outreach.
- Offer Harm Reduction focused sessions around sexual health and Drugs use
- Supporting the engagement and participation work within the service.
- Provide advice and information to children and young people using different methods and platforms.
- Carry out health screens and holistic health assessments on young people accessing the service.
- Deliver time limited structured psychosocial and preventative early interventions to young people who are at risk of participating in substance use or risky sexual behaviour.
- Deliver care planned evidence based psychosocial interventions to young people who are engaging in use of illicit substances, alcohol and new psychoactive substances including those on YOT orders for drug related offending.
- Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies including stop smoking services.
- Carry out assertive outreach supporting advice and guidance at satellite locations including youth clubs.

- Deliver and develop targeted psychoeducational group work within schools and colleges to young people identified as having additional needs with sexual health and substance misuse.
- 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.
- Initiate referrals to specialist CAMHS, and/or Children and Family services when a child or young person is deemed at risk of harm.
- Provision of written reports, chronologies as required, participating and attending CAF, Looked After Children, Child in Need, Child Protection meetings and case conferences, and YOS referral panels 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 Young People's Health and Wellbeing Service positively to other agencies and professionals.
- Supporting the engagement and participation work within the service which includes registering young people in local sexual health schemes.
- Engage young people to inform service design and deliver; obtain feedback on services, providing volunteering opportunities, e.g. as Peer Educators, Health.

Developing and Maintaining Relationships

- Actively work towards developing and maintaining effective working relationships both within and outside Compass.
- Foster and maintain strong links with all services across Compass.
- Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.
- Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Tower Hamlets Young People's Health and Wellbeing service.

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.
- Take responsibility for maintaining and renewing all required professional registrations with governing bodies necessary to the role and/or qualification. Any renewal or withdrawal must be promptly communicated with your Line Manager/People Team (Insert relevant dept/manager etc).

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.

PERSON SPECIFICATION

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Relevant qualification in substance misuse/youth work/psychology/counselling/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.

Experience

Operational Delivery

- 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
- Involving children and young people and their families in design, delivery and development of services.
- Working with at risk or vulnerable groups.
- Delivery of behaviour change support.
- 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.

- Substance misuse guidelines and quality standards.
- Contraception and STI's
- Fraser and Gillick competency.
- 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.

DESIRABLE

- 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.
- **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.