

Job Title:	Health Promotion Practitioners
Grade:	B
Service:	Healthy Futures
Reports To:	Team Leader



Service Overview:

The Healthy Futures Team is a dedicated group of practitioners committed to improving the health and wellbeing of children, young people, and families across Warwickshire. We work with schools, parents, and community partners to share positive health messages that inspire healthy choices and lasting habits. Our aim is to engage, educate, and empower children, young people, and their families to make informed decisions that enhance their overall wellbeing.

Our work with primary school aged children includes a range of classroom sessions, group activities, and assemblies on topics such as oral health, friendships, and healthy eating. These sessions are designed to be fun, interactive, and inclusive, helping children to explore healthy lifestyles in ways that are meaningful to them.

The team also delivers the annual National Child Measurement Programme (NCMP), measuring the height and weight of Reception and Year 6 pupils, and supports the completion of the online Health Needs Assessment (HNA). Together, these activities help identify local health trends and ensure that support and resources are directed where they are most needed.

In secondary schools, the team contributes to Health and Wellbeing Roadshows, engaging older students in conversations and activities that promote physical and emotional health. The team's PSHE Lead provides workshops for teaching staff on contemporary issues affecting young people's relationships and sexual health, supporting schools to deliver confident, accurate, and age-appropriate education.

We also deliver a range of parent workshops that focus on practical strategies to support children's health, behaviour, and emotional wellbeing. These sessions strengthen partnerships between families, schools, and services, ensuring consistent messages and shared understanding.

In addition, we work alongside schools to develop Peer Champion Ambassador programmes, empowering pupils to play an active role in shaping their school's PSHE and RSHE offer. These ambassadors help make learning about health and wellbeing more relatable, engaging, and relevant to their peers.

Through all aspects of our work, we are committed to collaboration, inclusion, and ensuring every child and young person has the skills and knowledge to thrive.

Service Structure:

The Healthy Futures Team includes a Service Manager, Team Leader, Engagement and Participation Worker, and a group of skilled Health Promotion Practitioners who deliver public health and wellbeing activities across Warwickshire.

Administrative support is provided through close collaboration with the Warwickshire Child and Family Wellbeing Service (WCFWS). WCFWS delivers the Healthy Child Programme for children and young people aged 0–19 years (and up to 25 for those with special educational needs or disabilities), and the Healthy Futures Team works as a key partner within this wider service.

Our team works countywide, using a range of community venues and local facilities as hot-desking bases to remain accessible, connected, and responsive to schools and families in all areas of Warwickshire.

Purpose of the Role:

The Health Promotion Practitioners plays an important role in promoting the health and wellbeing of children, young people, and families across Warwickshire. The post involves working closely with schools, parents, and community partners to share positive health messages that encourage lifelong healthy habits.

The role includes delivering the National Child Measurement Programme (NCMP) and the Health Needs Assessment (HNA) within schools, as well as leading engaging, age-appropriate health education sessions that support children and young people to understand and take care of their health. Practitioners also contribute to wider community and school-based events, helping to raise awareness of key public health themes.

A key part of the role is ensuring the accurate collection and recording of data using approved IT systems and maintaining up-to-date practitioner competencies in line with service standards. Practitioners are expected to build positive relationships with children, young people, families, and schools, reaching out to understand local health needs and feeding this insight back into service planning. Working closely with colleagues across the Healthy Futures Team, you will help design and deliver a broad range of evidence-based and creative health initiatives that make a measurable difference to local communities.

Key Duties and Responsibilities

Service Delivery

- 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.
- Ensure all data collected is complete, accurate and securely recorded in accordance with Compass and national standards, using appropriate IT systems and equipment.
- Support the delivery of public health and wellbeing activities for school-aged children, parents and carers. This includes classroom sessions, assemblies and community events which promote key health messages.
- Engage with the Peer Champion network, helping to establish and maintain groups that support pupil participation and promote positive health behaviours.
- Communicate effectively and appropriately with children and young people of all ages, adapting approach to suit individual needs.
- Work safely and confidently at all times, upholding the principles of health, safety and security and following relevant Compass policies and procedures.
- Work both independently and as part of a supportive team, recognising when to seek guidance from colleagues or managers.
- Respond courteously and professionally to general enquiries, directing queries to the appropriate person when required.
- Make every contact count by engaging with school staff and pupils, identifying any concerns and escalating appropriately to senior colleagues.
- Provide administrative and data entry support to the team as needed, ensuring smooth and efficient delivery of services.

Developing Effective Relationships

- Be an active and positive member of the team, demonstrating the Compass values of integrity, valuing each other, being solution-focused, and consistency and reliability.
- Build and maintain strong relationships with partner agencies, particularly schools, and explore opportunities for collaborative working.

- Maintain effective communication and cooperation with colleagues across Compass and contribute to organisation-wide initiatives and working groups.

Training and Supervision

- Participate in team meetings, supervision, and training to stay up to date with service developments and organisational processes.
- Take responsibility for personal learning and professional development in line with Compass's Learning and Development Framework.
- Complete required mandatory, safeguarding, NCMP and HNA refresher training **as** appropriate to the role.

Managing self

- Effectively manage your workload and contribute to the achievement of team objectives.
- Participate in the performance review process, reflecting on progress and identifying areas for continued development.
- Take personal responsibility for health, safety, and wellbeing in the workplace, promoting equality, diversity and inclusion at all times.
- Maintain confidentiality, safeguard information and adhere to Caldicott and Data Protection principles in line with Compass policy.
- Ensure all record keeping and reporting meets required standards, supporting quality assurance and audit processes.
- Act as a role model for good infection prevention and control, safeguarding practice, and professional conduct.

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.

Key Working Relationships:

The post holder is required to build effective partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include:

- Teachers and key Health and Wellbeing and/or pastoral leads within education
- Families First
- Warwickshire Children and Families Wellbeing Service
- Primary care services
- CAMHS, sexual health and substance misuse services
- Other voluntary organisations
- Youth Council

Financial Responsibilities:

N/A

People Responsibilities:

N/A

PERSON SPECIFICATION

Attributes	Requirements	Essential or Desirable (E/D)
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Qualifications	<ul style="list-style-type: none"> • NVQ Level 3 Health and Social Care qualification • NVQ Level 2 Health and Social Care qualification 	D E
Experience	<ul style="list-style-type: none"> • Experience of working with children, young people and families • Experience of working in a team • Experience of working in a community health team • IT skills 	E E D E
Skills and Aptitudes	<ul style="list-style-type: none"> • Planning workload, time management • Work under pressure and able to manage changing priorities • Understand need for evidence and statistical data collection, and achieving targets • Team player and an enthusiastic personality • Multi-agency/disciplinary working • Excellent communication skills and the ability to engage CYPF • Positive attitude, flexible and adaptable, solution focused and tenacious 	E E E E E E E
Other	<ul style="list-style-type: none"> • Car driver and have daily access to a car 	E

Essential 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.
- **Communication Skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience. A strong ability to engage and communicate with children from the ages of 5-19 years.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Concern for Detail & Accuracy** – Able to give due care and attention to ensuring all aspects of work are accurate, with a thorough and methodical approach.
- **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 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.

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.