

<b>Job Title:</b>	Hidden Harm & Young People's Drug & Alcohol Worker	
<b>Service:</b>	Enfield Sort it Young People's Service	
<b>Reports To:</b>	Hidden Harm Coordinator and Service Manager	

**Purpose of the Role:**

The Hidden Harm & Young People's Drug & Alcohol Worker role is a mix of two specialist areas of work: delivering Hidden Harm services to adults or children impacted by a parent or carer's substance misuse, and working with young people under the age of 18 who are using substances in a negative way.

This is a versatile role, providing a range of satellite services within other partner agencies and proactively delivering peripatetic outreach in identified sites across the borough of Enfield, often as part of a planned and co-ordinated multi-disciplinary response. The post holder is responsible for a targeted case load and interventions. The targeted work supports our early intervention work to promote positive outcomes and reduce the impact of parental substance misuse on children and young people, and our work with those parents also acts as an access point to specialist treatment interventions and partnership agencies who will work to safeguard the whole family.

**Outline of the service:**

Sort It is a confidential substance misuse service for children and young people up to the age of 18 in Enfield who need support around their own or another person's drug and/or alcohol use.

The Hidden Harm team operates as an integrated part of the wider Children and Young People's service, providing targeted and specialist interventions for families affected by parental substance misuse, and working in consultation and collaboration to enhance the outcomes for children and young people, maximise the use of resources and minimise duplication of activity.

**Outline of the Post:**

The post holder will generally spend three days per week carrying out the duties of the Hidden Harm Worker (working with adults or children impacted by a parent or carer's substance misuse) and two days per week carrying out the duties of the Young People's Drug & Alcohol Worker (working with children and young people who are using substances themselves). You will be guided with regards to caseloads for each role and it will be predominantly down to you to balance your work so that both parts of the role are appropriately and proportionately covered.

This post requires a creative and dynamic approach to engaging with parents and their children or young people who use substances, often working with those who are hard to reach and from vulnerable groups. The post calls for close co-operation with a range of partners such as schools, Children's Services, the Youth Service, Crime Prevention teams, GPs, supported accommodation providers and health services.

The post holder will be expected to:

- Carry out comprehensive assessments including triage assessments.

- Hold a caseload that consists of parents who use substances and affect their children in a negative way, children who are affected by the impact of their parent or carer's substance misuse and young people who are using substances themselves.
- Deliver a range of interventions, including: psycho-social, cognitive behavioural therapy, harm reduction and relapse prevention with the aim of supporting service users to achieve sustained recovery or meet care plan goals.
- Work in close partnership with the team to ensure the client receives the best treatment for their individual needs.
- Identify areas where Compass' presence is required but not utilised and devise action plans to target and meet the need.
- Contribute to and deliver group work and sessions to professionals, parents, young people and families and be able to build sustainable relationships with key stakeholders, community groups and community leaders across the borough and across Compass Hidden Harm Services nationally.
- Evaluate the impact of the targeted work and monitor incoming referrals into and through service activities such as our Parent Recovery Programme.
- Offer brief intervention advice and guidance, including sessions of substance awareness and recognising problematic use for service users who do not require specialist intervention.
- Contribute to the delivery of our group work Parent Recovery Programme, an intervention for parents who are required (usually by Children's Social Care) to explore and understand the impact that their substance misusing may have on the children they care for. The post holder will co-facilitate the programme alongside the Hidden Harm Coordinator and offer support by monitoring attendance data, preparing session materials and assisting to evaluate the effectiveness of the interventions/sessions and course.
- Provide professional advice and consultation, capturing and communicating actions that are intrinsic to all professional agreements and action plans.
- Act as central point of contact for the service users and stakeholders for both Hidden Harm and Sort it YP.
- Support community events to raise service profile
- Deliver presentations where requested for both services.
- Signpost to wider support services in Enfield.
- Recognise indications of substance misuse, sexual health, emotional well being &/or risk behaviours and refer individuals to specialists.
- Raise awareness, knowledge and understanding about substances, sexual health, teenage pregnancy, emotional well-being, relationships and their impact.
- Contribute to the development, implementation, review and revision of care plans to meet changing needs, preferences and circumstances of service users.
- Enable individuals to find out about, access and use available services through obtaining relevant information, empowering them to access wider support.
- Provide peripatetic outreach – seeing clients in a place which meets their treatment needs, when appropriate.
- Provide general office support, including answering the phone and dealing with queries and referrals, inputting service user information onto the Compass database, photocopying, preparing material for professional training and groups, writing reports for the newsletter and/or bulletin and assisting with the preparation of statistical information for monthly reports.
- Take an active role in team meetings and clinical reviews/supervision on a weekly and monthly basis.

The post holder reports directly to the Hidden Harm Coordinator & the Sort it Service Manager

who will provide them with line management and caseload supervision. The service will need to be delivered on a flexible basis, therefore the post holder may be required to work evenings and occasional weekends.

It is essential that the post holder carries out their work within the context of relevant legislation, professional standards of practice and Compass policies and procedures.

In addition to these functions the post holder is expected to carry out such other duties as may be reasonably expected in accordance with the grade of the post.

## Person Specification

<b>Qualifications, Skills and experience</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• At least 1 years' experience in working with individuals with substance misuse issues</li> <li>• At least 1 years' experience working with young people</li> <li>• Experience of delivering training to groups</li> <li>• Experience of delivering a group work programme</li> <li>• Encouraging individuals to reflect on their behaviour, its consequences and risks, recognise the benefits and potential for change and providing support and encouragement to help individuals achieve change positively</li> <li>• Assisting individuals to identify their requirements and priorities, identify explore and assess a range of options and the potential implications of different decisions, and select and agree an appropriate course of action</li> <li>• Principles of confidentiality of information</li> <li>• Working within a safeguarding framework and can demonstrate an understanding of safeguarding adults and YP</li> <li>• Experience of working with vulnerable adults</li> <li>• Written and Oral communication is clear and concise</li> <li>• Understands non verbal communication</li> <li>• Knows when to refer a problem to a manager</li> <li>• Promotes the organisation by their own standards of conduct</li> <li>• Adopts an active role within the team</li> <li>• Encourages, values and respects</li> </ul>	<ul style="list-style-type: none"> <li>• A relevant qualification or working towards e.g. <b>Health Care:</b></li> <li>• RMN/RGN/BSc Nursing Social Work</li> <li>• Diploma in Social Work (DiP SW) (CQSW)</li> <li>• MA/PQSW/AASW in Social Work <b>Counselling</b> or related Degree:</li> <li>• Diploma/Post Grad Diploma in Counselling</li> <li>• RCGP Level 1 and 2</li>   <li>• Knowledge of local services and geography.</li> <li>• Confident in challenging areas of practice within self and team</li>   <li>• Full driving licence and access to own transport</li> </ul>

contributions from other team members	
<p><b>Compass Values:</b></p> <p><i>The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all staff to do the same:</i></p> <ul style="list-style-type: none"> <li>• Integrity: An unstinting commitment to honesty and openness in all our activities.</li> <li>• Valuing Each Individual: Respecting the needs of each person and helping them gain greater control of their life.</li> <li>• Being Solution Focused: Responding quickly and flexibly to current and emerging needs.</li> <li>• Consistent &amp; Reliable Approach: Always delivering on our commitments.</li> </ul>	
<p><b>Safeguarding:</b></p> <p><i>The post holder must demonstrate and share our commitment to Safeguarding:</i></p> <ul style="list-style-type: none"> <li>• Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.</li> </ul>	

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](http://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.