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| **Job Title:** | Engagement and Participation Worker |  |
| **Service:** | North East Lincolnshire Mental Health Support Teams |
| **Reports To:** | Service Manager |
| **Service Overview:**North East Lincolnshire Mental Health Support Teams ensures CYP access the right help, at the right time, in the right setting, MHST teams will remove duplication and avoid CYP/families being ‘bounced’ in between services. Compass has a successful track record in early intervention health and wellbeing services for children and young people. We use a wide range of creative and dynamic methods of engagement, including digital interventions, across community and educational settings. Adopting a values-based approach is at the heart of what we do; through collaboration and coproduction with stakeholders our services continually evolve, directing resources based on evidenced need. We are incredibly excited and proud to be part of the MHST trailblazer project enabling us to develop innovative methods to make a real difference to the lives of children, young people and families in North East Lincolnshire.The service will support CYP and families providing extra capacity for early intervention support within school and college settings in three core areas:* Providing evidence-based interventions for mild to moderate mental health and emotional wellbeing issues
* Supporting designated senior mental health leads in each setting
* Providing timely advice to school and college staff and parents as required
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| **Job Purpose:**The Engagement and Participation Worker will work with the Service Manager to develop and deliver the Compass GO… engagement participation strategy. The post holder will promote positive mental wellbeing activities through active participation and meaningful co-production with the aim to empower community’s positive mental wellbeing strategies and support, across the borough. Using their engagement skills, the Engagement and Participation Worker will work closely with skill mix teams to build community capacity, and help people build skills and knowledge and experience to make positive lifestyle changes. They will embed and integrate user involvement and co-production within local governance structured and operational procedures to improve access, engagement, inclusion, and support networks within North East Lincolnshire. They will actively work to engage with vulnerable and harder to reach groups such as; Children, Looked After Young Carers, those home educated, SEND, NEET etc They will support the recruitment and training of Youth/Parent/Carer Champions and Young Verifiers who will lead on service developments and ensure You’re Welcome standards are met across the system.  |
| **Key Duties and Responsibilities:**1. **Service Delivery**
	1. To support the delivery of the North East Lincolnshire Mental Health Support Teams ensures throughout the borough.
	2. To actively engage with community groups.
	3. To promote and deliver positive mental health and wellbeing activities across the borough, supporting National and Local campaigns, via schools, Youth clubs and other community groups,
	4. To use community engagement skills, to build upon and embed the You’re Welcome programme and the recruitment and support of the Youth/Parent Champions and Young Verifiers.

 * 1. To actively work to develop care pathways by engaging with vulnerable and harder to reach groups to increase and improve their access to the service.
	2. Record activity and provide regular reports to the Service Manager for contract monitoring purposes.
	3. To help and facilitate consultation with service users and stakeholders to ensure relevant promotional and support materials are up to date and engaging for the intended audience.
	4. To make every contact count (MECC) and represent, promote and signpost Children Young people and families to the North East Lincolnshire Mental Health Support Teams ensures.
	5. To support the children and young people where appropriate to navigate the educations/health/social care system via the completion of referrals to other agencies including specialist CAMHS and/or Children and Family Services. Including a ‘hand-holding’ service to ensure the child/young person accesses the required service.
	6. Establish and maintain effective communication with clients/service users and relatives/carers
	7. Actively participate in the development and implementation of new initiatives and Projects.
	8. Attend mandatory training programmes specific to the role.
	9. Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached.
	10. Work flexibly to ensure equitable access to the Service including some evening and weekend working.
1. **Developing Effective Relationships**
	1. Be a proactive member of the wider Compass team and reflect Compass’ values
	2. Actively works towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
	3. Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
	4. Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise to promote effective information sharing
2. **Managing Self**
	1. Prioritise own workload within agreed objectives, and deciding when to refer to others as appropriate.
	2. Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.
	3. In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area.
	4. Take responsibility for your own and others’ health and safety in the working environment
	5. Promotes equal opportunity and diversity within Compass
	6. Ensure that confidentiality is upheld at all times in line with Compass policy
	7. Ensure safeguarding responsibilities are delivered in line with role and competency level.
	8. Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines
	9. Maintain accurate records in line with the Compass policies and procedures
	10. Skilful at managing conflict that may arise whilst working on behalf of Compass
	11. Work independently within a co-location and multiple host environments.
	12. Responsible for maintaining and complying with professional standards.

**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.It is essential that the post holder carries out their work within the context of relevant legislation including Working Together to Safeguard Children 2015; The Care Act 2014 , NICE Guidelines, CQC standards of practice and Compass Policies and Procedures.  |
| **Key Working Relationships:**The post holder is required to build effective operational and strategic sustainable partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include: * Young Minds Matters
* School Health Service
* School Heads, Deputy Heads and key Health and Wellbeing leads within education
* LAC Health Team
* Leads within MASH, CSC teams and Safeguarding teams within Health
* Children and family centre staff
* Children and Family services
* Health Visiting and Family Nurse Partnership services
* Primary care services
* Sexual health and substance misuse services
* A&E, paediatricians and managers within acute services
* The service commissioner
* Other voluntary organisations
* Youth Council and other children, young people and parent forums.
* Young Carers, Home educated
* Community networks and peer groups
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| **Financial Responsibilities:** None |
| **People Responsibilities:** None |



PERSON SPECIFICATION – Engagement and Participation Worker

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| **Attributes** | **Requirements** | **Essential/Desirable****(E/D)** | **Identified By** |
| **QUALIFICATIONS** | * NVQ Level 3 in Youth and Community or Equivalent qualification.
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| **EXPERIENCE** | * Designing, undertaking and coordinating effective participation and engagement programmes and activities with children, young people and families
* Proven experience of engaging with community and vulnerable groups
* Relevant experience of working with children/young people and families
* Community experience.
* Working in multidisciplinary teams
* Delivering interventions on a 1:1 and/or group work basis
* Managing a small caseload
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| **SKILLS & ATTRIBUTES** | * Good communication and interpersonal skills
* Able to develop, establish and maintain positive relationships with others both internal and external
* Able to work as part of a team and willing to help and assist
* Able to organise workload and demonstrate time management skills
* IT skills
* Attention to detail and accuracy
* Ability to show empathy
* Positive attitude; flexible and adaptable; solution focused; and tenacious
* Able to work under pressure and manage changing priorities
* Strong degree of personal integrity
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| **Other**  | * Able to work all year round and flexibly as partof a team to best meet business need
* Able to drive and have access to a car
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