


Job Title:	Emotional Wellbeing Practitioner	
Service:	Compass North Yorkshire	
Reports To:	Team Leader (Clinical)	

Purpose of the Role:

The Emotional Wellbeing and Mental Health Practitioner will provide children and young people between the ages of 9 – 19 years of age with support for mild to moderate mental health and wellbeing difficulties. They will be adept at delivering structured, evidence-based psychosocial interventions based on a holistic comprehensive assessment and care plan. Appointments will be arranged and held in community settings on an outreach basis within an allocated district of North Yorkshire, though the post holder will have access to a base in one of North Yorkshire County Council Early Help HUBs within the locality.

Safeguarding will be an integral aspect of the role, as such the postholder will promote children’s welfare at all times.

Service Overview:

Compass works with children and young people aged 9 – 19 (and up to 25 for those with special educational needs or disabilities) who may benefit from receiving early help and prevention work in relation to mild to moderate emotional wellbeing and mental health issues.

Our dedicated team help young people to make sustainable lifestyle changes that will improve their long-term health, resilience and emotional wellbeing, reduce risk to themselves and others and equip them to reach their potential.

Practitioners will deliver time limited structured one-to-one interventions to children and young people and will also facilitate appropriate step up referrals into specialist services and/or step down to universal provision.

Part of the Compass service will be dedicated to supporting school staff improve their confidence and competence in recognising their pupil/student's emotional wellbeing needs and supporting them with these needs. The service will deliver training to school staff and provide professional consultation on these matters.

Compass is part of a wider system across North Yorkshire that provides mental health services to children and young people and therefore we work closely with key partners such as specialist CAMHS, Children & Family Services, Early Help and the Healthy Child Service.

The team is made up of a central administrator and Emotional Wellbeing Practitioners and Training and Consultation Workers from a range of professional backgrounds each of whom cover specific districts across the county. These roles are supported by other grades and are directly line managed by a team leader ('clinical' or 'administration and operations', depending on their role).

The service manager provides strategic leadership and has overall responsibility for delivery, performance, and quality standards. The team is supported by an administrator who is the central conduit for all referrals across the country.

Outline of the Post:

The post holder will be expected to:

1. Operational

- 1.1** Enable individuals to find out about, access and use available services through obtaining relevant information, encouraging the individual to use services and facilities and supporting individuals as they use them.
- 1.2** Contribute to assessing and act upon risk of danger, harm and abuse.
- 1.3** Develop relationships and share information pertaining to an individual's care and support with families, parents and carers.
- 1.4** Carry out comprehensive assessments to identify and prioritise needs, identifying the most appropriate intervention to best meet an individual's needs.
- 1.5** Contribute to assessing the needs and preferences of individuals in order to support the development, implementation and review of care plans.
- 1.6** Enable individuals to identify and explore concerns, review options and decide on a course of action using evidence-based psychosocial approaches.
- 1.7** Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies.
- 1.8** 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.
- 1.9** Provision of written reports, chronologies as required, participating and attending CAF, Looked After Children, Child in Need, Child Protection meetings and case conferences.
- 1.10** Additional duties that may be required of the post holder subject to demand and

resources:

- Provide school staff with professional consultation offering advice and guidance in relation to pupil/student's emotional wellbeing and mental health and support them to implement their knowledge, skills and techniques with pupils/students in schools.
- Contribute to wider workforce development by delivering training to school staff on emotional wellbeing and mental health in order to increase their awareness and knowledge on the subject.
- Provide advice and information to children and young people via the ChatHealth messaging service on a rota-based system.

Planning and Organising

Maximise own time management and prioritise tasks in order to ensure all necessary duties are fulfilled in a timely manner.

Manage own caseload, specifically in relation to maximising the impact of time limited interventions by adopting an appointment framework to assist with time management.

Managing Self

Prioritise own workload within agreed objectives and decide when to refer to others as appropriate.

Take responsibility for own learning and professional development in line with Compass' Learning and Development Framework.

Take ownership of shaping and directing the aims and objectives of assigned specialist lead area by producing a 'One Minute Guide'.

Actively contribute to the development of the service through sharing specialist knowledge and expertise as part of a specialist lead area.

Ensure that a professional service and image is maintained at all times.

Ensure own actions support the equality, diversity, and rights of individuals.

Work independently within a co-location and multiple host environments.

Concern for Detail and Accuracy

Ensure all appropriate records are accurately maintained in accordance with Compass policies and procedures.

Promote the equality, diversity, rights and responsibilities of individuals including reporting on your work within confidentiality agreements, legal and organisational requirements and disclosing information only to those who have the right and need to know.

Risk Management

Ensure all activity undertaken on behalf of Compass is carried out in a way that prioritises the need to safeguard children and adults in line with role and competency level and Compass policy and procedure.

Take responsibility for your own and others' health and safety in the working environment.

Protect service user's confidential information in accordance with data protection requirements and Compass / host organisation procedures.

Interpersonal Skills

Communicate effectively and openly with service users, their families, and other key partners.

Role model positive behaviours at all times.

Provide consultation to other professionals where appropriate.

Relate to and interact with individuals maintaining appropriate professional boundaries.

Respect the opinions of others whilst having the confidence to use professional challenge when appropriate.

Embrace a culture of shared learning by proactively contributing to team meetings, case discussions and training sessions.

Partnership Working

Actively work towards developing and sustaining effective working relationships with key

partners.

Seek opportunities for joint working and ensure information is shared appropriately in the best interest of service users.

Work collaboratively with key partners to ensure service users can move seamlessly between services as required.

Raise awareness, knowledge and understanding with key partners in relation to the service offer and the role Compass fulfils within the wider emotional wellbeing and mental health system across North Yorkshire, this may be achieved by presenting at meetings / conferences.

Work with key partners in a way that protects and improves the image and reputation of Compass.

Develop knowledge of a wide range of other services and facilities and to support young people and families to access them as appropriate.

Self-Awareness

Demonstrate the ability to reflect on own practice and apply learning in order to develop and enhance performance.

Participate in formal supervision and the annual review process (appraisal) as a means of developing professional competence.

Make use of training and learning opportunities to ensure all aspects of the role are delivered competently and effectively.

Accept responsibility for own workload; agree realistic targets, choose effective work methods which follow agreed guidelines and procedures, deliver to timeframes, and keep others informed of progress.

Identify and implement ways to improve performance by encouraging and reflecting on feedback from others.

Promote equal opportunity and diversity within Compass.

Managing Resources

Effectively maintain service equipment to ensure efficient use of resources.

Compass Values

Work at all times in line with Compass values: Valuing each Individual; Integrity; Consistent and Reliable Approach; Being Solution Focused

In addition to these functions the post holder is expected to:

Comply with all Compass policies and procedures.

In agreement with the line manager carry out such other duties as may be reasonably expected in accordance with the grade of the post.

Relevant legislation

It is essential that the post holder carries out their work within the context of relevant legislation including Working Together to Safeguard Children 2018; The Care Act 2014, NICE Guidelines, CQC standards of practice and Compass Policies and Procedures

PERSON SPECIFICATION

ESSENTIAL

Qualifications

- Qualification in mental health or working children & young people such as Diploma in Youth Work, Diploma in Social Work, Psychology degree, accredited counselling

Experience

- One year's relevant post qualification experience
- Relevant experience of working with children or young people
- Working with or vulnerable groups
- Inter-agency and multi-disciplinary working

Knowledge

- Safeguarding 'Working Together' 'Intercollegiate' and safeguarding children/adults guidance and legislation
- Confidentiality and consent
- Gillick competency and mental capacity
- Risk taking behaviour

- Emotional wellbeing and mental health
- Psychosocial interventions

Skills & Attributes

- Excellent communication skills: written and oral, to effectively engage with children, young people, families, and other key stakeholders
- Team player and a dynamic personality
- Self-motivated and able to work independently with minimal supervision whilst accessing appropriate support when required
- Multi-agency and partnership working
- Good organisational skills including time management and ability to manage workload
- Ability to motivate and persuade others
- Solution focused approach
- Able to work under pressure and manage changing priorities
- Recognise and escalate safeguarding concerns thereby contributing to risk management
- Competent in the use of management information systems
- IT skills including the use of email, internet and Microsoft Office
- Innovative with a willingness to influence developments within the team
- Ability to analyse information and develop interventions in response to the needs of children, young people and families

Personal

- Able to travel across district and, if required, across North Yorkshire
- Able to work a flexible work pattern as service requires, including some evenings
- Holds a full UK driving license and access to a vehicle
- Enhanced DBS check

DESIRABLE

Experience

- Advocacy, offering guidance and mentoring support
- Involving children and young people and their families in design, delivery and development of services
- Engaging in supervision

Knowledge & Understanding

- Developmental needs of children and young people
- Evidence based practice
- The need for evidence and statistical data collection, and achieving targets

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.