

Job Title:	Family Brief Intervention Worker	
Service:	Compass Connect for Health - School Nursing Service	
Reports To:	School Nurse Team Leader	

Service Structure:

Compass Connect for Health consists of a number of skill mix teams located in three geographical hubs across Warwickshire. The Service Manager is supported by the Clinical Nurse Manager and Team Leaders, who provide oversight and local leadership to each hub of the skill mix team and Senior Administrator. Skill mix teams are directed by school nurses who hold a SCPHN qualification and will act as the named lead contacts for primary partners such as schools. Skill mix teams consist of registered nurses and appropriately qualified healthcare support staff relevant to the range of services offered as part of the universal Healthy Child Programme. The service is supported by a central administration team.

Purpose of the Role:

The Family Brief Intervention Worker is an active member of the team working with others to support the delivery of the Healthy Child Programme and to deliver positive outcomes for children and young people (aged 5-19 years and up to 25 with special educational needs) and their families.

The post holder will deliver a range of delegated activities as part of a wider skill mix team to support children, young people and their families by offering age appropriate information and advice on a range of health, lifestyle and behaviour related issues.

Outline of the Post:

1. Service Delivery

- 1.1 As part of the wider team support the delivery of universal programmes such as NCMP programme and Health Needs Assessment process including the provision of follow up appointments as directed by the qualified school nurse. Appointments may be conducted from a wide range of child friendly locations across the county.
- 1.2 Disseminate public health information/initiatives as part of a whole team approach.
- 1.3 Respond to general enquiries and queries and filter through to the appropriate designated lead or geographical hub as per local operating procedure.
- 1.4 Support the delivery of drop in sessions both in schools and communities under the direction of the qualified School Nurse.
- 1.5 Deliver a range of evidence based brief interventions on a range of health, lifestyle and behaviour related issues under the direction of the qualified School Nurse
- 1.6 Participate in and contribute to group team/clinical review meetings to keep up to date

with organisation information and the production of activity reports.

- 1.7 Ensure all communications are received and dealt with in a courteous, diplomatic and professional manner.

2. Developing Effective Relationships

- 2.1 Be a proactive member of the team and reflect Compass' values.
- 2.2 Actively works towards developing and sustaining effective working relationships with partner agencies in accordance with Joint Working Agreements/Service Level Agreements.
- 2.3 Build strong links with key departments within Compass and develop key relationships with colleagues in other services.
- 2.4 Take ownership and actively contribute to the development of sustainable partnerships, care pathways and shared expertise through the Compass specialist themed lead function

3. Managing Self

- 3.1 Prioritise own workload within agreed objectives using your own initiative.
- 3.2 Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 3.3 In conjunction with your line manager, take responsibility for shaping and directing your assigned specialist themed lead area of work and supporting others in the development of their themed area.
- 3.4 Take responsibility for your own and others' health and safety in the working environment.
- 3.5 Promote equal opportunity and diversity within Compass.
- 3.6 Ensure that confidentiality is upheld at all times in line with Compass policy.
- 3.7 Ensure safeguarding responsibilities are delivered in line with role and competency level.
- 3.8 Work in accordance with Caldicott principles and Data Protection principles and adhere to all relevant Compass policies, procedures and guidelines.
- 3.9 Maintain accurate records in line with the Compass policies and procedures.
- 3.10 Manage conflict that may arise whilst working on behalf of Compass.
- 3.11 Act as a role model in applying good infection control prevention and control policy and practice within Compass.

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 operational and strategic sustainable partnerships with key stakeholders. Whilst not an exhaustive list, key relationships include:

- Teachers, SENDCo and key Health and Wellbeing and/or pastoral leads within education
- Children and Family services
- Health Visiting and Family Nurse Partnership services
- Primary care services
- Fitter Futures, CAMHS, sexual health and substance misuse services
- A&E, paediatricians and managers within acute services
- Other voluntary organisations
- Youth Council and other children, young people and parent forums.

Financial Responsibilities:

N/A

People Responsibilities:

N/A

PERSON SPECIFICATION**Essential Qualifications, Experience and Knowledge:****Qualifications**

- NNEB (Nursery Nurse) or BTEC higher diploma or foundation degree (Assistant Practitioner) or equivalent skills/knowledge and experience

Experience

- Minimum of one year of post qualification experience of working with children, young people and families.
- Delivery of health advice to children, young people and their families.

Knowledge

- Understanding of health issues that affect children, young people and their families.
- Child development and understanding behaviours.
- Safeguarding children and adults guidance and legislation.
- 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.
- 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.
- Ability to undertake the demands of the post with reasonable adjustments where required.

- Ability to handle sensitive and confidential information and maintain discretion and confidentiality.
- Encourages others to express their views, feelings and wishes.
- Full UK driving licence and access to vehicle.

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.
- **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:

- 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.