


Job Title:	Health & Wellbeing Worker	
Service:	Warwickshire CYPDAS	
Reports To:	Team Leader	

Purpose of the Role:

Health and Wellbeing Workers operate on an outreach basis using the hub and spoke model, and are responsible for delivery of the service within co-locations including schools, YJS, youth clubs, Social Care as well as other family and community hubs identified in the service model. Health and Wellbeing Workers hold a generic caseload of young people presenting with, or affected by another’s substance misuse. They offer a holistic service with an accessible no wrong door approach. Activities include; Universal, Targeted and Specialist services. Workers also take part in the Duty System, providing telephone support for professionals, young people, parents and carers and managing the text messaging service.

Outline of the Post:

The post holder will be expected to:

Operational Delivery

- Responsibility for the delivery of the service throughout Warwickshire, working within an identified number of young people friendly settings using the hub and spoke model.
- Contribute to wider workforce development by delivering training on substance misuse and health promotion. Provide expert advice to professionals in multi-agency setting/meetings including CIN, LAC reviews and CP plans.
- Provide advice and information to children and young people via Chathealth and the online portal service on a duty rota based system.
- Carry out health screens and holistic health assessments on young people accessing the service.
- Deliver time limited structured psychosocial and preventative early interventions to young people who are at risk of participating in substance use and associated risky behaviours.
- Deliver care planned evidence based psychosocial interventions to young people who are engaging in use of illicit substances, alcohol and new psychoactive substances including those YJS Community orders for drug related offending.
- Provide step up support for children and young people who have complex needs by ensuring appropriate referrals to specialist agencies.
- Carry out assertive outreach and providing on site advice and guidance at satellite locations.
- Deliver targeted psychoeducational group work to young people identified as having additional needs with substance misuse and associated risky behaviours.
- As part of the holistic service offer, deliver C-Card and non-specialist emotional well-being interventions which promote healthier lifestyle choices.
- 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.

- Initiate referrals to specialist CAMHS, and/or Children and Family services when a child or young person is deemed at risk of harm.
- Provision of written reports, chronologies as required, participating and attending CAF, Looked After Children, Child in Need, Child Protection meetings and case conferences, and WYJS referral panels on the need to know basis or when perceived to have a contribution to the task involved.
- Ensure effective safeguarding of young people in line with Compass' Safeguarding Policy and Procedure.
- Promote the Warwickshire Children & Young People's Drug and Alcohol Service positively to other agencies and professionals
- To follow, adhere to and promote You're Welcome Refreshed Standards in all aspects of service delivery.

Developing and Maintaining Relationships

- Actively work towards developing and maintaining effective working relationships both within and outside Compass.
- Foster and maintain strong links with all services across Compass.
- Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.
- Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Warwickshire Children & Young People's Drug and Alcohol Service .

Managing Resources

- Effectively maintain service equipment to ensure efficient use of resources.

Personal Responsibilities

- Prioritise own workload within agreed objectives, and deciding when to refer to others as appropriate.
- Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.
- Take responsibility for own and others' health and safety in the working environment.
- Comply with the policies and procedures of Compass.
- Ensure that a professional service and image is maintained at all times.
- Ensure own actions support the equality, diversity, rights and responsibilities of individuals.
- Work independently within a co-location and multiple host environments.
- Attend mandatory training programmes specific to job role.
- Follow and adhere to the standards and guidelines set for relevant professional accreditation such as BACP to ensure a consistent approach is followed.

Flexible Approach

- To undertake any evening or weekend working as required.

- To carry out such other duties commensurate with the grading of the post as may be reasonably determined from time to time.

PERSON SPECIFICATION

Qualifications, Experience and Knowledge:

ESSENTIAL

Qualifications

- Relevant qualification in substance misuse/youth work/psychology/counselling; such as a Diploma in Youth Work, Social work, Psychology or accredited Counselling or equivalent NVQ Level 4 in Children, Young People or families, social care.

Experience

Operational Delivery

- Working with children, young people or adults in a community setting
- Facilitating group work with children, young people or young adults
- Inter-agency and multi-disciplinary working
- Involving children and young people and their families in design, delivery and development of services.
- Working with at risk or vulnerable groups.
- Delivery of behaviour change support.
- Obtaining information about individuals/circumstances/needs and preferences.

Knowledge

- Safeguarding children and adults guidance and legislation.
- Developmental needs of children and young people.
- 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.
- NICE and/or substance misuse guidelines and quality standards.
- Contraception and STI's
- Fraser and Gillick competency.
- 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.
- Able to undertake the demands of the post with reasonable adjustments where required.
- Handling sensitive and confidential information and maintaining discretion and confidentiality.

DESIRABLE

- Evidence based practice.
- Advocacy, offering guidance and mentoring support.
- Delivery of professional training.

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.
- **Strategic Thinking** – able to identify and manage risk with the ability to elicit information to make an assessment of need.
- **Communication Skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Confidence & Resilience** – able to deliver messages in a confident manner with excellent presentation skills and group work skills.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **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.