


Job Title:	Health and Wellbeing Engagement Worker	
Service:	Warwickshire Children and Young Peoples Drug And Alcohol Service (CYPDAS)	
Reports To:	Service Manager	

Service Overview:

Recommissioned in 2018 by Public Health Warwickshire, Compass provides countywide support for children and young adults up to the age of 25 who are at an increased vulnerability to misusing substances or who are/have been affected by another's substance use within Warwickshire. This includes young people who have been identified as vulnerable to developing problematic substance use or dependency and associated risk-taking behaviours. We directly work with 'at risk' and priority groups of children and young people (e.g. CLA, young carers, NEET, truants/excludees, children affected by parental substance misuse, mental health and domestic violence and abuse).

The service provides a highly innovative approach delivering a range of interventions to children and young people. The service also reflects our broadening ethos of delivering services within a holistic health and well-being system and aligns us with other Compass Services achieving consistency of strategy and roles.

Job Purpose:

The Health and Wellbeing Engagement Worker will operate on an outreach basis using our hub and spoke model, delivering engagement activities within co-locations including Schools, Colleges, Youth Justice Services, Youth Clubs and other key partners and community locations. Taking direction from the Health and Wellbeing practitioners, the Engagement Worker will support universal health promotion including delivery of PSHE in schools and at youth clubs, facilitating information assemblies, supporting assertive outreach, supporting service user and young peoples engagement, and representing Compass at community events.

Using their engagement skills, the Health and Wellbeing Engagement Worker will also work closely with practitioners to engage, re-engage, follow up and advocate for young people who are ambivalent to change or have barriers to engagement based on vulnerabilities or coming from a hard to reach group.

The Health and Wellbeing Engagement Worker will also work alongside the Service Administrator to provide administrative assistance including but not limited to responding to telephone calls, inputting assessment data onto the information management system, and managing the secure email boxes. Furthermore, the Engagement Worker will also be expected to support the digital engagement functions of the service including responding to contacts via the web portal and keeping digital information up to date and engaging.

The Health and Wellbeing Engagement worker will not be expected to carry out assessments on young people or carry a client case load but will be expected to support all functions of the service with the Health and Wellbeing Practitioners.

The job purpose can be broken down into three distinct areas:

1) Universal: (Health & Wellbeing Engagement Worker led)

- Health promotion
- Delivery of drug prevention education, Sex and Relationship Education and mental health awareness as part of school based programmes.
- Online self-help tools
- Workforce development
- Advice and guidance via chathealth, service web portal and via universal outreach.

2) Targeted: (Health and Wellbeing Worker led)

- Health screening with step up to specialist services where necessary
- Brief advice and guidance for substance use
- Brief psychosocial interventions for additional needs with substance use.
- Contraception provision via C-Card Scheme
- Online moderated chat
- Professional consultation
- Targeted engagement outreach
- Targeted psychoeducational group work
- Emotional Health and resilience support via Dimensions and Boomerang.

3) Specialist: (Health and Wellbeing Worker Led)

- Specialist substance misuse assessment and care planning including for young offenders
- Specialist harm reduction
- Psychosocial interventions including motivation to change, brief solution focused therapy and relapse prevention
- Support to access needle exchange and opiate substitute therapy.

Key Duties and Responsibilities:

1. Operational

- 1.1** Health and Wellbeing Engagement Worker will be responsible for the delivery of the service throughout Warwickshire and various satellite locations including schools and youth clubs.
- 1.2** Deliver health promotion messages via school based programmes including PSHE, programme delivery with targeted youth support, assemblies, community events and assertive outreach.

- 1.3** Engage young people presenting with additional needs for substance misuse with the Health and Wellbeing Workers.
- 1.4** Support the digital engagement provision of the service including maintenance of the web-portal and management of contacts received via the webpage and secure email boxes.
- 1.5** Work with the Service Administrator to support administrative functions including inputting assessment data, answering the phone and taking referrals from partner agencies
- 1.6** Record and collate data specific to universal activity and contacts for contract monitoring purposes.
- 1.7** Ensure that service literature is kept relevant, up to date and engaging for the intended audience.
- 1.8** Contribute to wider workforce development by supporting training on risky behaviours and health promotion.
- 1.9** Ensure any young people engaged via universal activities that require further intervention are directed to Health and Wellbeing Workers.
- 1.10** 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.
- 1.11** With support from Health and Wellbeing Workers, initiate referrals to specialist CAMHS, and/or Children and Family Services when a child or young person is deemed at risk of harm.
- 1.12** Promote Compass Children and Young Peoples Drug and Alcohol Service positively to other agencies and professionals.
- 1.13** Attend mandatory training programmes specific to the role.
- 1.14** Work as part of a team to ensure that key performance indicators set by Compass and/or Commissioners are reached for the Warwickshire Service.
- 1.15** Work flexibly to ensure equitable access to the Service including some evening and weekend working.
- 2. Developing and Maintaining Relationships**
- 2.1** Actively work towards developing and maintaining effective working relationships both within and outside Compass.
- 2.2** Foster and maintain strong links with all services across Compass.

2.3 Seek the opportunity for collaborative working and proactively initiate and sustain such relationships.

3. Managing Resources

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

4. Managing Self

4.1 Prioritising own workload within agreed objectives, and deciding when to refer to others as appropriate.

4.2 Participate in the Compass appraisal system, matching organisational aims with individual objectives and undertaking appropriate training as required.

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

4.4 Comply with the policies and procedures of Compass.

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

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

4.7 Promote and adhere to equality of opportunity and diversity within Compass.

4.8 To adhere to Safeguarding of Children and Young People and Vulnerable Adults policies and procedures, sharing Compass commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults.

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

4.10 Responsible for maintaining and complying with professional standards.

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

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

Warwickshire Youth Justice Service

Education and pastoral staff

School Health and Well-being Service	
Housing Providers	
Adult Substance Misuse Service	
CAMHS	
Universal Sexual health providers	
MASH/CSC/LCA/CSE teams	
Financial Responsibilities:	None
People Responsibilities:	None

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.