

Wellbeing Practitioner – Job Description

| | |
|----------------------|---|
| Job Title: | Wellbeing Practitioner |
| Hours: | 15 - 30 hours per week. Working hours will mainly be early evening, after school hours. Typical hours of work are Monday to Thursday 12pm to 8pm. |
| Salary: | £26,076.94 per annum, pro rata |
| Holidays: | 25 days per annum plus bank holidays (pro rata) Additional 1 day per annum after 5 years' service |
| Reporting to: | Wellbeing Team Leader |
| Location: | Face to face work at Visyon Crewe and/or Congleton base and possible other outreach locations in the Cheshire East area. |

Visyon Purpose:

Visyon supports the emotional health and wellbeing of children, young people and their families through the provision of a range of services, including one-to-one counselling, group work, mentoring and family wellbeing work.

Visyon Values:

Compassionate, supportive, effective, non-judgemental, creative, passionate

Purpose of the Job:

The post holder will work as part of the Visyon team, providing a wide range of time-bound, outcome-focused wellbeing interventions to children and young people under the age of 18.

Visyon places a high value on governance and accountability. We work with often complex clients, meaning risk management and safeguarding are essential parts of our work.

Working with Visyon requires flexibility, strong communication, organisational skills and working effectively with children and young people, and others who support them. The

ability to support and manage client risk and know when referrals should be made onto other agencies is essential within this role.

Duties

1. To provide 1 to 1 goal focused mentoring interventions with young people. Delivery may involve both face to face (in our bases, in schools or other community settings) and remote sessions (by phone and zoom). The mentoring role also involves advocating for the young person through communication with others for example schools, parents other agencies.
2. To provide Initial Open Access Appointments and Assessment meetings. These are one off appointments offered by Visyon on referral, to assess client need and risk, suggest immediate strategies and techniques and any necessary signposting.
3. To Design and delivery group wellbeing interventions to children and young people, both small groups and whole class delivery.
4. Designing and delivering training sessions for professional and community groups, including evidence programmes
5. To ensure all data is recorded using the Visyon database with emphasis on good record-keeping and prompt follow-up action, in accordance with the protocol.
6. To engage with young people in recording their experiences, outcomes and the impact of interventions, in order to ensure the continuing relevance and efficacy of Visyon's interventions, and to evidence our impact.
7. To manage the caseload so that planned wellbeing services are delivered to required standards of quality and timeliness and within authorised expenditure budgets.
8. To actively manage client risk and refer on to other agencies when appropriate.
9. To take responsibility for reporting all safeguarding and risk concerns in accordance with Visyon's safeguarding policy.
10. To collaborate productively with Visyon's staff and volunteer team, and partner agencies to support the agreed work programmes against clearly defined objectives.
11. To attend regular supervision with line manager.

12. To develop productive partnerships with workers from a range of organisations and relevant groups including school staff, Youth Services, and Child and Adolescent Mental Health Services, promoting the work of Visyon to these and other bodies as appropriate.
13. To signpost young people to other relevant services as appropriate.
14. To participate in Visyon's training programmes for staff.
15. To ensure all appropriate client records are maintained to the required standard within Visyon procedures.
16. To be accountable for own practice, professional actions and professional boundaries.
17. To ensure that young people accessing the service can feed into the general running and decision making of the organisation.
18. To observe the provision of and adhere to all Visyon's policies and procedures including confidentiality and GDPR.
19. To be familiar with and follow health and safety policy and procedures and be aware of individual responsibilities under legislation, drawing any areas of potential risk to the attention of managers.
20. To undertake any other duty, which is appropriate to the job, when requested by the line manager.

Other Information

- 1 The jobholder will need to be prepared to travel within the area of work as required.
- 2 The role requires working within the hours of operation of Visyon (Monday to Thursday 9-8pm) with typical working hours being 12-8pm and 9-5pm for school based work.
- 3 Travel expenses for authorised use of own vehicle will be paid at an agreed rate. Train (second class) and bus fares incurred for business travel will be reimbursed.
- 4 Employees using their own vehicles for work purposes are responsible for ensuring that they have the correct insurance cover and other legislated documents and present them for inspection on request.
- 5 The post-holder will be subject to an advanced Disclosure and Barring Services check.

Person Specification

Post Title: Wellbeing Practitioner

| Education | Essential | Desirable |
|--|------------------|------------------|
| Good general education to A Level standard (or equivalent) | | ✓ |
| Youth support, teaching or social work qualification, or other relevant degree/qualification e.g. Psychology degree or counselling qualification | ✓ | |
| Formal training in therapeutic models | | ✓ |
| Formal training in groupwork | | ✓ |

| Experience | Essential | Desirable |
|--|------------------|------------------|
| Experience of working with young people aged 11-18 | ✓ | |
| Experience of working with under 11s | | ✓ |
| Experience of working with young people with emotional health issues and dealing with challenging issues and risk | ✓ | |
| Experience of delivering mentoring/wellbeing support to children and young people | ✓ | |
| Experience of groupwork delivery with children and young people. | | ✓ |
| Experience of using a creative and integrative approach | ✓ | |
| Experience of the design, delivery and evaluation of wellbeing work with young people (individually and in groups) | | ✓ |
| Experience of working in a systemic manner and managing a challenging caseload | ✓ | |
| Demonstrable success at working with children and young people's feedback systems that empower them to influence their therapeutic journey/experience treatment and recovery | ✓ | |
| Experience of working with other professional agencies | | ✓ |
| Competence in use of Information Technology including MS Office, Excel and Video conferencing such as ZOOM and MS Teams. | ✓ | |
| Experience of working with a charity | | ✓ |
| Experience of working effectively in a team | ✓ | |

| Knowledge, Skills and Understanding | Essential | Desirable |
|--|------------------|------------------|
| Demonstrable understanding of mental health issues relating to children and young people | ✓ | |
| Knowledge and understanding of the needs and behaviours of young people | ✓ | |
| Understanding of Safeguarding and child protection | ✓ | |
| Understanding of confidentiality and GDPR policies and procedures | ✓ | |
| Ability to communicate in a clear manner both written and orally | ✓ | |
| Ability to devise an appropriate therapeutic case plan for each client | ✓ | |
| Awareness of the impact of systems around a child/young person e.g. family, school, community. | ✓ | |
| Understanding and working within clear professional and ethical boundaries | ✓ | |
| Understanding of and commitment to equal opportunities and diversity, and the ability to work in a non-judgmental and non-discriminatory way | ✓ | |
| Demonstrable ability to work under pressure and to timescales | ✓ | |
| Local Knowledge of Cheshire East and activities on offer for young people in the area | | ✓ |

| Other | Essential | Desirable |
|--|------------------|------------------|
| Willing to work outside usual office hours, including evenings and occasional weekends | ✓ | |