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| **Job Description** |
| **Post title** | Wellbeing for Life Worker |
| **JE Reference No** | N8832 |
| **Grade** | Grade 7 |
| **Service** | Children and Young People’s Service |
| **Service Area** | Early Help Inc & Vnble Children, One Point & Think Family Service |
| **Reporting to** | The postholder will report to the Team Manager. |
| **Location** | Your normal place of work will be any of the One Point Hubs, but you may be required to work at any Council workplace within County Durham. |
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| **DBS** | This post is subject to an enhanced disclosure. |
| **Flexitime** | This post is eligible for flexitime. |
| **Politically restricted** | This post is not designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State. |

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| **Description of role** |

A ‘Wellbeing for Life’ approach is being developed by Public Health in partnership with a range of services and organisations in County Durham. It is an innovative approach that goes beyond looking at single-issue healthy lifestyle services and a focus on illness, and instead aims to take a whole-person and community asset approach to improving health.

The Wellbeing for Life service is focusing on strengthening the resilience of individuals, families and communities. Within the children and family’s element of Wellbeing this will be achieved through a combination of parenting programmes, school-based interventions and direct family support.

The Children and Families Wellbeing For Life Workers will work to deliver the children and families element of the Wellbeing for Life approach, adopting a preventative approach through the provision of targeted support to children aged 5-13 and their families who have additional needs, so that they are equipped to deal positively with life’s adversities.

The postholders will support children and families to adopt healthy lifestyles and self-help strategies which will empower them to achieve a positive health and wellbeing. The posts will be based in the One Point Service, which is a multi-agency service providing early help and support to children and families from 0-19 years.

The aim of this role is to support children aged 5-13 and their families to improve their wellbeing through resilience building programmes. Adopting a “Think Family” approach, the role will ensure the needs of both adults and children within the family context are understood and supported so that the whole family can achieve good outcomes for their children.

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| **Duties and responsibilities** |

Listed below are the responsibilities this role will be primarily responsible for:

* Deliver the Strengthening Family Programme for identified children and families that are structured towards building resilience using a strengths-based approach
* Work with children, young people, adults in families and communities so that they have the knowledge, understanding and skills to access services, families and support for themselves and other family or community members to improve their wellbeing and resilience
* Provide time-limited, responsive and flexible support to family members within the home and community to provide better outcomes for children, young people and parents, including housing, employment, behaviour management, physical and mental health, domestic violence and substance misuse
* Through the single assessment process, deliver time limited practical early help and support to families who would benefit from additional one to one support, by using motivational interview techniques which supports families through behaviour change in areas such as behavioural issues, boundary setting, healthy eating and establishing daily routines
* Ensure families are supported to maintain good progress by putting in place a robust exit strategy which includes support to access community-based support and services (e.g. youth clubs, smoking cessation, leisure services)
* To work closely with colleagues in One Point Teams and a range of partners within the community so that families can be meaningfully supported to access additional support which will help sustain their wellbeing
* Maintain records and documentation in line with the OPS standards via the Public Health DCRS system and ensure progress and improved outcomes is well evidenced linked to the KPIs for this service.

**KEY OUTCOMES**

* Ensuring effective safeguarding and child protection arrangements in line with Durham County Council policy and guidelines
* Engage young people and parents in effective dialogue in the review and improvement of service delivery.

**DELIVERING INTEGRATED SUPPORT:**

* Contribute fully to the One Point Service integrated team including the Single Assessment process to provide integrated support to children and families as required
* Development and delivery of integrated working including use of the Single Assessment and Think Family approaches
* To work effectively and creatively with partners from a range of children and adult services in order to meet needs and improve outcomes for children, young people and their families who are in need of additional support
* To ensure effective information sharing in relation to effective early identification and assessment of need and delivery of support to children aged 5-13 and parents in need of additional and early help to improve outcomes.

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| **Organisational responsibilities** |

* **Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

* **Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

* **Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

* **Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety Policy and procedures.

* **Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

* **Confidentiality**

To work in a way that does not divulge personal and/or confidential information during the course of their work and follow the council’s policies and procedures in relation to data protection and security of information.

* **Climate Change**

To contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities during the course of your work, wherever possible.

* **Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

* **Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

* **Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

* **Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

*The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.*

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| Person specification |
|  | Essential | Desirable |
| Qualifications | * Level 3 qualification in a relevant health and/or children’s services field
* Evidence of continuous professional development.
 | * Higher qualification in a relevant field
* Health Trainer Accredited or commitment to achieve this within 3-6 months of appointment.
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| Experience | * Experience of working with children aged 5-13 and their families
* Experience of working in an integrated team including Team around the Family
* Experience of assessing need using CAF or Single Assessment
* Working in partnership with health, schools and other delivery agencies
* Experience of planning and delivering groupwork programmes autonomously
* Experience of delivering planned interventions using evidence-based practice which lead to improved outcomes for young people and their families
* Experience of delivering health improvement messages/interventions within deprived communities.
 | * Working with children with challenging behaviour
* Working within the Stronger Families Programme
* Experience as a lead professional;
* Experience of delivering parenting programmes
* Experience of delivering brief interventions for health topics such as healthy eating, physical activity
* Experience of delivering emotional health and wellbeing programmes within deprived communities.
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| Skills & Knowledge | * Understand the importance of resilience in the context of improving outcomes for children and their families
* The ability to deliver high quality one to one support and group work activities
* To communicate effectively
* To be able to use ICT effectively
* Knowledge and understanding of key health and social issues that impact on families and children
* Knowledge of key policies in relation to children and families
* To be able to demonstrate at all times the requirement to focus on the needs of the child or young person and family
* Writing and presenting reports
* Ability to work independently and coordinate diary effectively combining group work delivery and managing a case load of families
* Access to a car or means of mobility support (if driving then must have a current valid driving licence and appropriate insurance).
 | * Knowledge of the local area and what services and assets are within local communities.
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| Personal Qualities | * The ability to work flexibly to meet the needs of the service
* The ability to work under direction and using own initiative when appropriate
* Enthusiastic and positive approach to client-led service delivery
* Open, friendly and supportive manner
* Committed to the principles of equality and diversity
* Commitment to high quality service delivery
* Good team player.
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