

Job Description

Job Title: Health and Wellbeing Practitioner (WHP)

Reports to: Senior Health and Wellbeing Practitioner

Purpose

We are looking for a Health and Wellbeing Practitioner to work alongside our Support Managers and the WHP team to support the wellbeing of participants and staff on the Work & Health Programme.

As a Health and Wellbeing Practitioner for WHP, you will be developing and delivering a holistic health and wellbeing approach to help progress participants closer to the labour market.

The role holder will be expected to work closely with frontline Support Managers, taking a holistic approach to supporting their caseload of participants to gain employment through better management and self-management of their physical and/or mental health and wellbeing needs. You will advise and guide Support Managers to effectively signpost participants to mental health and wellbeing support where required.

This will be mainly delivered remotely via phone, video conference and other digital channels.

The role will also involve re-building participant confidence and self-efficacy following unemployment through a range of health specific programmes such as managing anxiety, stress management, pain management, as well as self-management techniques that will support the re-entry and sustainment of employment.

The ideal candidate will need to be inclusive and embrace our culture and values, putting those we serve at the heart of everything we do. You will consistently deliver high quality services to support our communities and beneficiaries.

Main Duties and Responsibilities

1. To provide wellbeing advice and guidance to Support Managers to enable them to effectively support their participants on their journey to sustainable employment.
2. To work alongside Support Managers when conducting health specific biopsychosocial assessments to identify specific health barriers and provide advice and guidance to help participants address these barriers to work.
3. Work closely with line managers to identify Support Managers that need additional health and wellbeing support with their participants in order to progress them forward into employment.

4. To support line managers with the wellbeing of their staff and seek additional resources where required helping to support individual /team resilience.
5. Develop training where needs are identified to upskill Support Managers around their participants mental and physical health conditions to support their continual professional development and help support the progression of their participants into employment.
6. To promote and support the safeguarding of participants and guidance to Support Managers on the escalation process.
7. To support the emotional wellbeing of Support Managers through de-briefing after an incident/crisis.
8. Give support and guidance on how to maintain the wellbeing of participants when re-entering into work/ In-work support to maintain sustainment in the workplace.
9. Participating in 3-way conference calls with Support Managers and participants or employers to give direct advice and guidance.
10. To organise, facilitate and if required directly deliver an agreed set of core and specialist individual interventions to support the participant journey under a bio-psycho-social approach.
11. To establish programmers to deliver effective health and wellbeing support working as an integrated member of the local teams and blending activity with that provided by other organisations.
12. To develop and maintain effective working relationships with, and an in-depth knowledge of, the local Health and Wellbeing sector to ensure collaborative working and timely participant access to a wide range of services.
13. Produce accurate and timely reports on activity and performance as and when required.
14. Participate in training, learning and development as identified through regular reviews with line manager.

Other

1. To undertake any further training as identified in the Shaw Trust review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions whilst at work. Employees are also required to co-operate with their employer to enable

them to perform or comply with any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.

4. To understand, comply with and promote Shaw Trust's safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
5. The Trust has a Diversity and Inclusion Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
7. To maintain awareness of risk and to take personal responsibility for ensuring that the Trust is not unnecessarily exposed to risk. To report any issues or concerns relating to risk and the effectiveness of the Trust's risk management arrangements.
8. Be aware of, promote and implement Shaw Trust's Risk, Quality and Information Security Management Systems.
9. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
10. Recycle and manage energy within your environment in line with Shaw Trust's Strategic aim to adopt green approaches and become carbon neutral.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

Other

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<p style="text-align: center;">Person Specification</p> <p style="text-align: center;">Job Title: Health and Wellbeing Practitioner (E=Essential D=Desirable)</p>
<p>SKILLS AND CORE COMPETENCIES</p>
<p>Technical competency (qualifications and training)</p> <p>Allied health background or an equivalent qualification in behavioural or health sciences as recognised by an appropriate professional body. (E) for example –</p> <ul style="list-style-type: none"> • Recognised qualification minimum Level 4 clinical practitioner with professional membership in physical or mental health. (E) • Recognised training qualification (i.e., CIPD, PTTLs (or equivalent) Cert-Ed). (D) • Post graduate studies in occupational health, employability, or disability management. (D)

<p>Experience</p> <ul style="list-style-type: none"> • Experience in delivering behaviour change interventions for specific lifestyle related issues (Smoking cessation, physical activity, NHS Health Checks, weight management, alcohol reduction) (E) • Proven experience of supporting those with health conditions back to work rehabilitation/occupation health (E) • Relevant health and wellbeing clinical experience (E) • An understanding of cognitive behavioural techniques, principles, and experience of applying in working practice. (E) • Experience working with people from diverse backgrounds (E) • Practical experience in accessing external support services and well developed networking skills (E) • Compliance with relevant professional practice standards and registration (E)
<p>Skills and Attributes</p> <ul style="list-style-type: none"> • Able to train, coach, mentor staff to raise competency (E) • Able to work within and across multiple teams simultaneously (E) • Understanding of emotional health and its impact on wellbeing (E) • Understanding of a wide range of disabilities and impairments across the mental and physical health spectrum (E) • Flexibility to cope with the varying demands of the role, managing time effectively to achieve the desired results (E) • Experience in using new technologies to deliver support and training (D)
<p>Personal qualities, communicating and relating to others</p> <ul style="list-style-type: none"> • Ability to identify individual staff and team motivations and learning styles to support (E) • Ability to problem solve and respond appropriately to a variety of situations. (E) • Solutions focussed with ability to work under pressure (E) • Ability to work on own initiative and as part of a team. (E)
<p>Safeguarding</p> <ul style="list-style-type: none"> • Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults. (E) • This post requires a Disclosure and Barring Service Check at an Enhanced level (E)
<p>Other</p> <ul style="list-style-type: none"> • Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity (E)