

Role profile

Job Title:	Health Improvement Officer	Grade: 10	Spinal column point range: 31-34
Department:	Ealing Learning Partnership	Post no.:	12443 (65042)
Directorate:	Children's	Location:	Perceval House

Role reports to:	Health Improvement Officer – PSHE & RHSE
Direct reports:	None
Indirect reports:	Consultants/Trainers/Administrators

Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Purpose of role

- To support Ealing schools and children's services to develop a whole school/whole service approach to pupil health and well-being in order to achieve better health and emotional wellbeing outcomes for children and young people.
- To coordinate the design, delivery and evaluation of training and CPD to staff in schools and other children's services to ensure confidence and understanding in the identification and response to addressing health and emotional wellbeing issues relating to children and young people.
- To advise and guide professionals working in schools on referral pathways and support school staff on individual critical cases.
- To support the commissioning function relevant to the delivery of health and emotional wellbeing outcomes for children and young people through school.

Key accountabilities

- To support the implementation of a biennial health related survey across all schools and help them plan, deliver and evaluate actions in collaboration with health colleagues following the analysis of results.
- To support schools to achieve their Healthy Schools Bronze, Silver and Gold awards and help them identify & respond to health and emotional wellbeing areas for development.
- To work with senior leaders in schools to identify pupils' health and emotional wellbeing needs and plan ways to address these needs, including signposting to other services.

- To contribute to the development and delivery of packages of support that schools can purchase to enhance their pupils' health and emotional wellbeing
- To enable schools and children's services to play an active lead role in the health improvement and prevention outcomes for children and young people.
- To plan, deliver and evaluate training and continuing professional development opportunities available to school and staff in other children's services to help them promote the health and emotional wellbeing of children and young people.
- To work directly with children and young people and their parents on specific health areas such as Relationship, Health and Sex Education and PSHEy
- To develop and disseminate resources and documents of a high standard for schools to use to affect change that improves children and young people's health and emotional wellbeing
- To develop and deliver bespoke work in schools on areas relating to children and young people's health and emotional well-being.
- To support health improvement through the school partnership infrastructure and provide opportunities for school-to-school health improvement partnerships to develop
- To liaise with health organisations including the school nursing and Ealing public health services and work collaboratively to deliver health and emotional wellbeing improvement opportunities with schools.
- To develop and sustain partnership working within and across other boroughs in relation to learning and sharing innovative ways to improve all health and emotional wellbeing outcomes for children and young people
- To work, when reasonably required, outside of normal office hours, most particularly in the evening.
- To undertake duties with regard to the Council's Equal Opportunities Policy.

Key performance indicators

- Contribute towards preparing children and young people for adulthood
- Contribute towards supporting children and young people to stay safe and improve young people's sexual health
- Increase the number of schools who have a Healthy Schools London Bronze, Silver & Gold award demonstrating they have whole school approach to children and young people's health and wellbeing
- Reduce the numbers of children and young people with health and wellbeing problems evidenced through improvements in HRBS results over time

Key relationships (internal and external)

- Schools
- Ealing Learning Partnership members including governance, workforce development, SEN & inclusion, school partnerships and teaching & learning

- Youth Justice Service
- Social care and SAFE service
- Health providers
- Health commissioners
- GPs
- Public Health
- CAMHS
- Behaviour and inclusion team
- School Nursing
- Ealing Safeguarding Partnership

Authority level

- None

Additional Requirements

- Any other duties appropriate to the post and grade

Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

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Candidates, please address the criteria marked with () only in your application. Please give examples.**

Essential knowledge, skills and abilities

1. **Knowledge and understanding of DfE and DoH policy relating to the health and emotional well-being of children and young people
2. **Knowledge of current children and young people's health and emotional wellbeing needs
3. **Ability to plan, deliver and evaluate effective training & continuing professional development opportunities to a wide range of audiences
4. **Excellent communication and persuasion skills
5. Willingness to occasionally work outside normal office hours when required to attend meetings.
6. **Ability to engage with children, young people and parents to deliver health and emotional wellbeing related programmes and interventions

7. An ability to interpret government policy and deliver this at a local level.

Essential qualification(s) and experience

8. **Educated to degree level, or equivalent in a discipline related to health or education
9. Experience of working with professionals in addressing children and/or young people's health and emotional wellbeing needs
10. **Experience of leading health development/improvement projects or programmes
11. Experience of working with children's services in supporting positive health and emotional wellbeing outcomes for children and young people.
12. Experience of working under pressure and to very tight deadlines
13. Experience of developing, delivering and evaluating staff training
14. **Experience of interpreting and analysing health & wellbeing data and using it to support non health professionals to identify and address health issues
15. **Experience of successful communication with senior staff and health professionals through oral and written briefs and presentations.
16. **Experience of working with children and young people

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> • Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues 	<ul style="list-style-type: none"> • Does what they say they will do on time • Is open and honest • Treats all people fairly 	<ul style="list-style-type: none"> • Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents 	<ul style="list-style-type: none"> • Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures 	<ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards