Emotional Wellbeing Practitioner with Neurodevelopmental Specialism Job Description



**Who we are**

The Eikon Charity is one of Surrey’s leading charities supporting children and young people. We listen, we talk, and we help young people with the skills they need to live their best life. And we work with families and professionals to make sure everyone gets the support they need.

We are looking for people with passion and expertise to join us in continuing to be a leading provider of early intervention in Surrey.

**Our vision**

For all Surrey young people to thrive.

**Our mission**

To empower and support young people in Surrey to have the wellbeing they need to be healthy and happy.

**Our values**

We elevate and amplify the voices of children & young people.

The needs of young people guide everything we do, shaping every decision and action we take.

We act with compassion.

We empathise with the pressures of modern life and feel compelled to help without judgement.

We work together.

Partnering with parents, carers, schools, policymakers, and young people themselves helps us all to succeed.

We take responsibility.

We recognise our part to play in the future of children & young people, and we hold ourselves accountable for their success.

**Our culture**

*We recognise our collective strength and champion the power of individuals. Our teams are amazing and inspire people every day. We work hard to create an environment where all of our staff and volunteers feel comfortable to bring their whole selves to work. Diversity enriches us and improves the support we give children and young people. The work we do creates change to be celebrated, rewarding moments, and outcomes to be proud of every day. It can also bring professional and personal challenges to each of us. We support each other to share our moments of success, do the best we can for young people, ensure everyone enjoys their work, and support our collegues when they need it.*

**The practicalities**

**Location:** Eikon Offices, New Haw, may be required travel to a variety of community locations across Surrey

**Length of Contract:** Permanent

**Hours:** 37.5 per week

**Pay:** £29,000 to £31,000 FTE depending on experience

**Benefits:** Sick pay

Safeguarding training

Flexible working where role allows



Pension scheme

Employee Assistance programme

Clinical supervision

**Your line manager:** Service Delivery Manager

**Your team:** Services Team

To deliver sessions to children, young people and their families that are diagnosed with or being assessed for neurodevelopmental conditions.

To support the development and delivery of bespoke programmes of support to children and young people and their families, under the guidance of the Service Delivery Manager.

As a practitioner, you will hold a caseload, will work as part of a team, undertaking assessments and delivering a range of evidence-based interventions for those on your caseload focused on neurodevelopmental conditions.

The service is underpinned by principles centred around THRIVE and Children and Young People’s Improving Access to Psychological Therapies.

**Key responsibilities**



* Through a holistic approach, assess the needs and strengths of the referred child or young person and help them and their families identify and implement strategies that will support them, help them identify individual goals (through identification and implementation of strategies) to achieve desired change
* Deliver bespoke programmes of support, to families of children and young people diagnosed with or being assessed for neurodevelopmental conditions such as Autistic Spectrum Condition and/or ADHD. This could take the form of time limited 1:1 or group sessions or a blended approach depending on the needs presenting themselves
* Use creative, engaging approaches and own knowledge along with research-based methods and models to meet the emotional wellbeing needs of CYP
* Record and collect data with various tools and use this to evaluate the effectiveness of interventions
* To take responsibility for own caseload of children, young people and families some with complex and multiple needs
* To involve children, young people and their parents in the co-production of programmes, activities and services
* To keep accurate records of individual engagement, evidence of change and celebrate progress with children and young people
* To provide, record and report the appropriate data to ensure support programmes can be accurately monitored and evaluated
* To provide written case studies as evidence of the effectiveness of individual interventions
* To take responsibility for the more complex cases/situations presenting within the service
* To assist with the development and progression of the service by adhering to all communication requests and assisting with peer progression development when requested through case supervision

**Organisational requirements**

* Work within Eikon’s equal opportunities, health & safety, and safeguarding policies at all times
* Understand and act when safeguarding issues need to be escalated
* Work as part of a team and attend team meetings, training events and participate fully in 1:1
* Work co-operatively and under the management of The Eikon Charity staff to ensure the highest quality of delivery and support
* Work within Eikon’s internal policies, safeguarding and data protection regulations
* Be responsible for equipment/resources
* Work some planned evenings or weekends
* To promote, monitor and maintain health safety and security in the working environment
* Attend and actively participate in regular clinical supervision

**About you**

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|  | **Assessed by** | **Essential/ Desirable** |
| **Your Qualifications** | | |
| Relevant qualifications or experience for working with young people with neurodevelopmental needs e.g.  Accredited programs/evidence of ongoing training, for example, SEN qualification/OT/Education/mental health first aid / youth work / mentoring (list not exhaustive) Qualification mandatory for practice, where applicable. | Application form. Proof will be requested prior to interview | Essential |
| Willingness to work towards relevant qualifications and CPD as agreed by line management | Application form | Desirable |
| Awareness of factors impacting on and issues facing vulnerable children and young people and families (e. g. disadvantage, poverty, disability). | Application form/Interview | Essential |
| Knowledge of neurodevelopmental conditions | Application form/Interview | Essential |
| Knowledge of child/young people development | Application form/Interview | Desirable |
| Knowledge of safeguarding and promoting the welfare of children | Application form/Interview | Essential |
| Knowledge of legislation relevant to service aims | Interview | Desirable |
| **Your Experience** |  |  |
| Minimum of 3 years’ experience of working with ND young people and their families. | Application form/Interview | Essential |
| Experience of supporting parents of children and young people with neurodevelopmental conditions | Application form/Interview | Essential |
| A strong understanding of the challenges that ND children, young people and their families face | Application form/Interview | Essential |
| Evidence of working with a range of professionals to support ND young people and their families - OT, SALT, EP for example | Application form/Interview | Essential |
| Demonstrate knowledge and understanding of current SEND processes within Surrey and support open to ND CYP | Application form/Interview | Essential |
| Evidence of the ability to apply a variety of methods and strategies which support ND CYPFs in overcoming challenges | Application form/Interview | Essential |
| Demonstrate ability to empower ND CYP to use skills to improve their confidence and wellbeing | Application form/Interview | Essential |
| Demonstrate of resilience, confidence, and ability to empower parents/carers to support ND CYP | Application form/Interview | Essential |
| Evidence of working with children and young people with mental health difficulties (for example low mental health, anxiety, depression) | Application form/Interview | Essential |
| Experience of supporting parents where children exhibit challenging behaviours | Application form/Interview | Essential |
| Evidence of working with young people who exhibit challenging behaviours | Application form/Interview | Essential |
| Experience with working with parents/carers to promote lasting impact | Application form/Interview | Essential |
| Experience of working 1:1, in Groups and Online | Application form | Essential |
| Experience of applying safeguarding and child protection policies and procedures | Application form/Interview | Essential |
| **Your Skills & Competencies** | | |
| Ability to empathise with parents and support reflection in relation to their children and young people | Application form/Interview | Essential |
| Ability to listen and communicate effectively with children and young people | Application form/Interview | Essential |
| Ability to work as part of a team | Application form/Interview | Desirable |
| Accurately and clearly record case notes deploying the necessary standard of writing and IT skills | Application form/Interview | Essential |
| Ability to write reports and produce other management information | Application form/Interview | Desirable |
| Ability to analyse and resolve problems occurring in relation to service users | Application form/Interview | Essential |
| Ability to personally manage a sensitive, and potentially emotionally distressing caseload | Application form/Interview | Essential |
| High standards of written and verbal communication | Application form/Interview | Essential |
| IT and administrative skills, database management | Application form/Interview | Essential |
| Ability to protect vulnerable young children by following national, local and Eikon’s safeguarding policy and guidance | Application form/Interview | Essential |
| Ability to follow data protection policies and guidance | Application form/Interview | Essential |
| **Other** | | |
| Full UK Driving License and able to travel around Surrey. Business insurance will be required. | Application form | Essential |

This Job Description and Person Specification reflects the duties of the post as they exist at this time and may be subject to change based on the needs of the Department Programme. The post-holder may be required to undertake other duties commensurate with the salary and competence requirements of this post from time to time as required.

**Eikon is committed to safeguarding and promoting the welfare of young people and expects all employees and volunteers to share this commitment. The suitability of all prospective employees or volunteers will be assessed during the recruitment process.**

**An offer of employment will be subject to an approved Enhanced DBS and Barring Disclosure.**

The Eikon Charity is committed to a policy of equality of opportunity and aims to provide a working environment which is free from unfair discrimination and will enable employees and volunteers to fulfil their personal potential.

**Applications**

**As part of our Safer Recruitment Policy, we do not accept CVs.**



If you are interested in applying for the role, please visit our website: [www.eikon.org.uk](http://www.eikon.org.uk)/work-for-us/ where you will find all the information and the application form.

If you have any questions, please contact [recruitment@Eikon.org.uk](mailto:recruitment@Eikon.org.uk)

**Please apply by 10.00 on Monday 19th May**

**We are scheduling interviews for Wednesday 28th May**

We do not provide feedback on applications.

We are happy to provide feedback to unsuccessful candidates who attended an interview upon request.