

<b>Job Title:</b>	BANK School Aged Practitioner
<b>Reports to (job title):</b>	Team Lead
<b>Line Manager to:</b>	N/A

## Job purpose:

School Aged Service Practitioner will play a pivotal role in providing trauma-informed support to children and young people, ensuring their voices are at the heart of care and decision-making. Working across all school-aged services, the role includes drop-in sessions, one-to-one appointments, and group-based interventions, focusing on four key areas:

- Emotional Health and Wellbeing
- Risk Behaviours
- Lifestyle Behaviour Change
- Healthy Relationships (including those with parents and other appropriate adults)

This role involves leading Team Around Family and School Conversations, acting as an advocate for young people, and driving systemic change to embed trauma-informed practices across the system.

## Base:

Your work will be Essex-wide with a focus on specific areas, ensuring flexibility to address the evolving needs of Children and Young People.

## Key Responsibilities:

### Service Delivery

- Provide accessible and tailored drop-in and appointment-based support to children and young people.
- Plan and deliver group interventions and psychoeducational sessions in collaboration with schools and community partners.
- Build trusting relationships with young people to empower them in addressing challenges and achieving their goals.
- Deliver targeted interventions across the four key areas of Emotional Health and Wellbeing, Risk Behaviours, Lifestyle Behaviour Change, and Healthy Relationships.

## Advocacy and Leadership

- Act as a champion for young people, advocating for their needs and ensuring their voices inform service delivery.
- Facilitate Team Around Family and School Conversations, ensuring collaborative and outcome-focused planning.
- Promote and model trauma-informed practices within schools, families, and the wider system.

## Partnership and System Change

- Build strong relationships with schools, families, and community organisations to enhance service integration.
- Identify opportunities to influence and drive system change, advocating for trauma-informed approaches in policy and practice.
- Work collaboratively with multidisciplinary teams to support seamless transitions and holistic care for young people.

## Professional Development

- Engage in regular supervision and reflective practice to ensure high standards of care.
- Participate in ongoing training to enhance skills in trauma-informed care, safeguarding, and the delivery of evidence-based interventions.
- Maintain accurate and up-to-date records in line with organisational policies and professional standards.

## Safeguarding and Risk Management

- Identify and respond to safeguarding concerns in line with organisational and statutory procedures.
- Support young people in reducing risk behaviours, working collaboratively with other professionals to manage complex cases.

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## Our values

Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.

To many organisations values are just words which don't translate into reality of the day to day but our values flow through everything that we do, they define who we are, what we stand for and set the expectations of our colleagues, communities, customers and partners. They have been defined by our colleagues and have been integral to our journey so far and will be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. We care, we think, and we do.

## Care

- Inspire
- Understand
- Communicate

## Think

- Challenge
- Improve
- Learn

## Do

- Accountability
- Involve
- Resilience

## Confidentiality and Information Security

As our employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 2018 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the Records Management: NHS Code of Practice , NHS Constitution and HSCIC Code of Practice on Confidential Information and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

## Information governance responsibilities

You are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Only using email accounts authorised by us. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g. line manager, Head of Information Governance, Information Security Lead
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting business

## Governance

Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with our policies and procedures.

## Registered Health Professional

All staff who are a member of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

## Risk Management/Health & Safety

The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients and visitors. It is essential to observe strict fire and security precautions at all times.

All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

## Safeguarding Children and Vulnerable Adults Responsibility

We are committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

## Medicines Management Responsibility

### **Nursing or registered healthcare professionals**

Undertake all aspects of medicines management related activities in accordance within the company's medicines policies to ensure the safe, legal and appropriate use of medicines.

### **Skilled non-registered staff**

Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved.

## Policies and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

## General

We are committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.

The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

## Equal Opportunities

It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy and it is the responsibility of each employee to contribute to its success.

## Flexibility Statement

This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager.

## Personal Specification

### Qualifications and Experience

- Relevant degree or professional qualification in health, education, social care, or a related field.
- Experience working with children, young people, and families in a trauma-informed context.
- Proven ability to deliver one-to-one and group-based interventions.
- Knowledge and Skills
- Strong understanding of trauma-informed practice and its application across school-aged services.
- Knowledge of child development, emotional wellbeing, and the impact of adverse childhood experiences.
- Excellent communication and advocacy skills, with the ability to engage effectively with young people, families, and professionals.
- Organisational skills to manage a varied caseload and contribute to systemic change initiatives.

### Values and Behaviours

- Commitment to compassion, kindness, and non-judgmental support.
- Dedication to collaboration and co-production with children, young people, and families.
- Ability to work flexibly and adapt to the changing needs of young people and the service.
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### Additional Information

- This role requires travel across the service area; access to reliable transport is essential.
- The postholder must undergo enhanced DBS checks.
- Commitment to upholding organisational values of trauma-informed care, equity, and inclusivity is essential.



# Job Description

**Employee signature**

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**Manager signature**

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