

Job Title:	EIS Senior Practitioner – Hertfordshire
Reports to (job title):	Affinity Team Lead
Line Manager to:	EIS Practitioner

Job purpose:

The Early Intervention & Prevention Service (EIS) Hertfordshire provides targeted, time-limited support for children and young people who are at risk of escalation, including those experiencing risk of exclusion or persistent absence, emerging emotional wellbeing needs, neurodiverse needs impacting daily functioning, and family or environmental stress.

The service is formulation-led, trauma-informed and system-integrated. It works with children and young people, families, schools and the wider professional network to develop a shared understanding of need, align support and strengthen the people and environments around the child. The aim is to intervene early, reduce fragmentation and duplication, and prevent unnecessary escalation into more intensive services.

The postholder will support the delivery of Hertfordshire's Early Intervention and Prevention Service through embedding the Framework for Integrated Care and the Rule of 167, helping children, young people, families and professionals develop a shared understanding of need and identify practical actions that strengthen the network around the child. They will coordinate multi-agency working, facilitate formulation-informed conversations, manage a direct caseload and provide support and guidance to the EIS Practitioner to promote consistent and effective delivery of the service model.

Base:

Your work will be Hertfordshire-wide base will be Harlow Family Hub, ensuring flexibility to work across education, community and family settings in response to the needs of children, young people and the service.

Key responsibilities:

- Provide senior practitioner support within EIS Hertfordshire, contributing to the safe, consistent and high-quality delivery of the commissioned model.
- Facilitate formulation-led practice, bringing together the perspectives of the child or young person, family and relevant professionals to support a shared understanding.

Job Description

- Contribute to referral, triage, prioritisation and suitability discussions in line with agreed pathways, eligibility criteria and the service prioritisation framework, seeking guidance from the Affinity Team Lead where required.
- Provide practice support and case discussion opportunities for the EIS Practitioner, helping to ensure demand, complexity, risk and capacity are appropriately managed.
- Hold and manage an allocated caseload of children, young people and families, undertaking assessment, formulation, intervention, review and closure activities, ensuring support remains targeted, time-limited and focused on agreed outcomes
- Provide senior practitioner input in more complex situations and escalate concerns, risks or service decisions to the Affinity Team Lead as appropriate.
- Coordinate and contribute to multi-agency formulation discussions under the direction of the Affinity Team Lead where required. Ensuring that relevant partners are involved and that plans are aligned around the child or young person.
- Build and maintain effective working relationships across Hertfordshire with education settings, CAMHS and Mental Health Support Teams, social care, early help, youth justice and voluntary and community sector partners.
- Act as a connector and integrator across the professional network, helping to reduce duplication, address gaps and support clear communication and shared planning.
- Undertake direct, targeted work with children, young people and families where senior practitioner involvement will help unblock difficulty, support progress or prevent escalation.
- Work alongside schools, parents/carers and trusted adults to strengthen their understanding and response to the child or young person, supporting practical strategies that can be sustained in everyday environments.
- Ensure the voice and lived experience of children, young people and families remain central to formulation, goal setting, planning and review, with goals agreed around what they want to be different.
- Promote flexible and accessible engagement, adapting communication and approach to individual need and supporting the involvement of children and young people who may be less likely to engage with traditional services.
- Model trauma-informed, relational and psychologically informed practice in all interactions, maintaining curiosity about behaviour in context and supporting consistent responses across the network.
- Support reflective practice and shared learning within the team, contributing to a culture in which staff can think together about complexity, relationships, risk and the emotional impact of the work.

- Support the development and delivery of consultation, training and practical resources for schools, families and partner agencies where this strengthens the wider network around children and young people.
- Ensure accurate, timely recording of activity, formulation, plans, outcomes, risk and professional communication in accordance with HCRG Care Group requirements.
- Contribute to service monitoring, outcome tracking, feedback and continuous improvement, using learning from children, young people, families and partners to refine delivery.
- Work flexibly across Hertfordshire and through face-to-face and digital approaches where appropriate, recognising that digital contact should complement rather than replace relational practice.

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	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • 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 always observe strict fire and security precautions.

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 with 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

Essential

- Significant demonstrable experience working with children, young people and families within a relevant service.
- Ability to embed and promote the Framework for Integrated Care and Rule of 167 within day-to-day practice.
- Ability to help children, families and professionals develop a shared understanding of strengths, challenges, relationships and environmental influences.
- Ability to identify and strengthen naturally occurring support networks around children and young people.
- Ability to facilitate multi-agency discussions and build consensus across different professional perspectives.
- Ability to engage children and young people who may be reluctant to access traditional services.

- Experience of implementing the Framework for Integrated Care and/or Rule of 167 approaches.
- Experience of working in schools or education settings.
- Experience of facilitating network meetings, Team Around the Family meetings or multi-agency planning.
- Experience of delivering training, workshops or consultation.
- Understanding of neurodiversity-affirming practice.
- Excellent communication skills with an ability to influence both strategically and corporately.
- Understanding of using goal-based outcomes.
- Experience in the delivery of 1-1 interventions to children and/or young people/parents/carers.
- Excellent communication skills with children, young people and adults.
- Clear understanding of children and adults safeguarding concerns and the implications for practice.
- Ability to engage sometimes difficult to reach young people in group activities.
- Decision making and the ability to exercise effective judgement.
- Ability to make safe and appropriate decisions in a pressured environment.
- planning, organisational and time management skills.
- Excellent communication and presentation skills written and spoken.
- Problem solving.
- Ability and commitment to working in an inclusive team focused way.
- Networking skills and ability to establish positive working relationships across a range of organisations
- Ability to relate to a broad range of people at all levels
- Excellent admin and up to date skills including use of Microsoft Office email and electronic reporting systems

Desirable

- Restorative Justice Practitioner
- Qualified Teacher Status
- Adolescent to Parent Violence/ NVR trained

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Other requirements

Driving licence and access to vehicle for work purposes

Employee signature

Manager signature
