

Job Title:	Affinity Practitioner
Reports to (job title):	Affinity Senior Practitioner
Line Manager to:	N/A

Job purpose:

As an Affinity Practitioner specialising in supporting Children and Young People, your primary objective is to foster a trauma-informed approach within schools, aiming to facilitate system change.

This approach seeks to rebuild the connection between schools and students, creating an environment where children and young people feel supported and understood. Your role entails empowering schools to make reasonable adjustments to their practices, fostering co-regulation with children and young people, and promoting holistic well-being within the educational setting.

Additionally, you will support staff in cultivating a consistent, effective team approach to behaviour management while prioritizing positive relationships and minimizing risk for all involved.

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:

Cultivate and sustain trust as a valued partner and resource within the school community.

Collaborate closely with school leadership teams and Healthy Schools Engagement workers to deliver intensive, targeted support aimed at improving the emotional regulation of children and young people in Essex schools.

Assist schools and other settings in developing a consistent and acceptable team approach to behaviour management, emphasising positive relationships and ongoing care during crisis situations.

Provide support and guidance for a process of repair and reflection for school staff and children following challenging incidents.

Increase staff awareness regarding the importance of recording, reporting, monitoring, and evaluating all incidents involving positive handling techniques.

Serve as a coach, collaborating with children/young persons and their families to develop and implement co-created action plans focused on enhancing emotion regulation skills.

Conduct Professional Development sessions for school support staff, students, and educators.

Provide coaching and support to teachers and support staff in implementing emotion coaching strategies within their classrooms, fostering a trauma-responsive educational environment.

Apply Non-Violent Resistance (NVR) principles to coach adults caring for young individuals displaying behaviours such as violence, risk-taking, aggression, or self-destructive tendencies.

Conduct parent coaching sessions and workshops focused on utilising emotion coaching and mediation skills within the home environment.

Collaborate with the Child and Adolescent Mental Health Services (CAMHS) team within the locality to conduct initial assessments within schools.

Work alongside the CAMHS team to deliver time-limited therapeutic interventions.

Foster authentic partnerships between adults and students to promote holistic development and well-being.

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 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

Essential

- Education: Qualification in a related field, such as social work, youth development, public health, or education.
- Passion: A genuine passion for promoting positive social change, improving youth health, and addressing health disparities.
- Empathy: A deep understanding of the challenges and concerns faced by young people in today's society and a strong sense of empathy.
- Adaptability: The ability to adapt to changing circumstances and the evolving needs of the program and its participants.
- Resilience: Demonstrated personal resilience and the ability to instill resilience in young people facing societal health challenges.

Team Player: Strong team player with the ability to collaborate effectively with colleagues, partners, and volunteers.

- Youth Work: Proven experience in working with youth, including leading youth-led initiatives and campaigns.
- Leadership: Demonstrated leadership experience in guiding and motivating young people to create positive social change.
- Communication: Excellent verbal and written communication skills, with the ability to effectively engage with young people, team members, and external stakeholders.
- Mentorship: Strong mentoring and coaching skills to empower young change makers and build their resilience.
- Organisational: Exceptional organisational skills for program planning, event coordination, and leadership development activities.
- Availability: Flexibility in working hours, as the role may involve evening and weekend activities.

Driving License: A valid driver's license and access to a vehicle for travel to different locations, including schools and partner organisations.

Desirable

- Education: Familiarity with the educational system and experience in curriculum development, especially for primary and secondary schools.
- Advocacy: Proficiency in advocacy and the ability to collaborate with partners and stakeholders to drive policy changes.
- Understanding of and commitment to Trauma Informed Practice

Job Description

Employee signature

Manager signature
