



Scottish Action for Mental Health

Role Profile

Job Title	Children and Young People Practitioner
Department/Team	Delivery and Development / Children and Young People
Reports to	Children and Young People Service Manager
Direct Reports	None

Role Summary

SAMH (Scottish Action for Mental Health) is working in partnership with schools and communities to build the mental health knowledge and skills of CYP (children and young people), parents, carers, volunteers and staff through the delivery of mental health capacity building workshops, training programmes, information sessions, activities and resources. We also provide wellbeing support to young people through 1-to-1 and group work sessions.

Our programmes aim to build resilient individuals and communities by raising awareness of mental health and tackling stigma. We aim to equip children and young people, and the adults around them, with tools to support their own and others' mental health and wellbeing, along with the knowledge of where to go for help should they need it.

Practitioners work flexibly as part of the wider SAMH CYP team to deliver the range of programmes on offer in schools, health and other community settings and in order to meet the demands of the service. They also contribute to service improvement through quality assurance, evaluation and development of programmes and approaches, and contribute to developments across the wider organisation as required.

The successful candidate will be passionate about improving the mental health and wellbeing of others, will have experience of working with children and young people in both group and 1:1 settings and, have excellent facilitation skills.

The role will be based in a locality, however some additional travel may be required to meet wider service demands.

Essential Duties and Responsibilities

1. Deliver the range of CYP programmes on offer, including mental health capacity building workshops, other information sessions and wellbeing support (1-1 and group)
2. Form and develop positive relationships with the individuals, organisations and communities we support and work with
3. Work flexibly with other team members to support wider service delivery
4. Contribute to quality assurance, evaluation and development activity of our programmes and services
5. To engage in personal and professional development in line with agreed objectives
6. To work autonomously, managing own workload and schedule
7. To represent SAMH and promote its work in a positive manner

Key Working Relationships & Contacts

- Children and Young People team within the wider Delivery and Service Development team Directorate
- Children, young people, parents and carers
- Schools, colleges, youth organisations, other charitable organisations and health

Working Environment / Special Circumstances

- The role will require delivery in a variety of settings such as school and community external venues, as well as online
- Regular lone and evening working will be required
- Occasional weekend work will be required
- Travel across an agreed locality with additional reasonable travel as required by the service
- A full drivers licence and a car is essential

Experience & Qualifications

Experience of:	
Delivering workshops, and group facilitation	Essential
Working with children and young people experiencing mental health challenges	Essential
Working with schools, youth and other community organisations	Essential
Working on own initiative and as part of a team	Essential
Engaging with parents and carers	Essential
Strategic partnership working with a range of stakeholders including schools, colleges, health and 3 rd sector	Desirable
Researching, developing and testing new products and resources	Desirable

Qualifications	
SAMH values and recognises specialist skills & experience gained outside of education to be just as valuable as formal qualifications. In this post, we're looking for someone with relevant experience in the sector, or a qualification in child development, community learning, health, social care or other related discipline.	Essential
Training facilitation qualification	Desirable

Knowledge & Skills

Good knowledge and understanding of:	
Children's mental health and wellbeing	Essential
Child and Adult Protection	Essential
GIRFEC and children's rights	Essential

Skills	

Excellent written and verbal communication, including facilitation skills (both 1:1 and group work) and public speaking	Essential
Able to develop positive relationships children and young people, school staff and parents/carers	Essential
Ability to network and build relationships with stakeholders including strategic partners	Essential
Creative and solutions focussed approach	Essential
High level of digital skills, including use of Microsoft Office programmes and video calling tools	Essential
Ability to work autonomously, manage time and workloads effectively to meet deadlines	Essential
Proficiency in report writing and data collation	Essential
Full driving licence with access to a vehicle	Essential

Core Competencies and Commitment

At SAMH, our values underpin everything we do. We believe that everyone has the right to be treated with **dignity, respect** and **equality**. We believe that everyone is entitled to **hope** and **choice** and to achieve personal fulfilment.

The following are the competencies and behaviours that SAMH looks for and expects from colleagues who support the people who use SAMH services, and across all our teams. These competencies enable SAMH to deliver its core purpose of mental health and wellbeing for all.

Colleagues are required to read and understand the role profile for their position and to comply with SAMH's policies, procedures, regulations and standards of conduct relating to their position and report any concerns to line management. All colleagues should adhere to the SAMH values in all interactions with anyone we support, customers, partners, supporters and colleagues.

Deliver a high standard/quality of work

Maintain the highest personal and professional standards. Work professionally and collaboratively with internal and external colleagues, those who use our services and members of the public and to meet the requirements of funders and regulators.

Undertake personal responsibility for conduct and work ethic in line with professional standards (including SAMH Code of Conduct, the SSSC Codes of Practice, and other relevant professional standards).

Critical Reflection and Learning

Ability to reflect on own practice, performance and learn from own experiences and those of others. Develop skills and knowledge of theory and practice and understand where role fits within SAMH and externally.

Supportive of Equality and Diversity

Challenge inequality and stigma; recognise and respond to the barriers individuals and groups face within society. Treat all people within or out with SAMH fairly and with respect regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and/or sexual orientation.

Commitment to Health, Safety and Wellbeing

Understand and comply with SAMH Health and Safety Policy and related procedures; complete all required H & S training; take personal responsibility for safety. Lead by example and be positive role models for wellbeing and mental health.

Participation

Ensure the people with lived experience get involved in their support, their service, their community or in SAMH as an organisation and all our work.

Communication

Communicate effectively and professionally and contribute to the accurate recording and monitoring of all case and incident recording systems. This includes communications by email, by phone/text and other on-line methods. Build and develop positive relationships with people we support, supporters and all stakeholders and partners.

Engage effectively with a range of people from a wide variety of backgrounds.

Recovery Focussed (where relevant)

Empathise, inspire and motivate others. Deliver person centred and recovery focussed support to enable individuals to achieve positive outcomes.

Team Working

Ability to work effectively as part of a team.

Service User Engagement (where relevant)

Develop, maintain and demonstrate a wide range of interpersonal skills when working with the people we support, including: open-minded, respectful, active listening, empathetic, promote independence, maintenance of confidentiality, honest, honourable in agreements and practices, appropriate body language, solution focussed, supportive and approachable, non-judgemental, pro-active, patience and resilience, professional approach.