

LONDON BOROUGH OF LEWISHAM

JOB DESCRIPTION

Designation:	Senior Health and Wellbeing Worker	Grade:	SO2
Reports to:	Youth Work Development Manager	Grade:	PO5
Directorate:	Children and Young People	Department:	Prevention and Family Advice

Main Purpose of the job:

The Senior Health and Wellbeing Support Worker will lead in the delivery of the bespoke, needs-led early interventions for young people aged 8–21 (up to 25 with SEND).

The role aims to improve the health and wellbeing of our service users, by promoting sustained positive change, and empower young people to make informed life choices.

The postholder will use the Young-Thrive Framework and Outcome Star to guide and evaluate their work, ensuring a holistic, youth-centered approach.

As part of this role you will be required to work alongside Health Practitioners and you will be required to undergo training and share best practice any relevant data.

Summary of Responsibilities and Personal Duties

- Lead on the deliver tailored interventions, including one to one, advocating, social prescribing to a diverse range of young people, including those with SEND.
- Plan and deliver informal education, youth work, mental and physical health curricula that meet young people “where they are at,” using the Young-Thrive (I-THRIVE) Framework and Outcome Star to measure impact.
- Design and implement engaging, safe, and outcome-focused activities that are relevant and appealing to local youth.
- Manage own and allocate cases to the Health and Wellbeing Youth Workers.
- Oversight over multi-agency assessments and onward referrals as needed.
- Attend professional meetings such as Team Around the School or Family.
- Maintain accurate and timely records of all interventions using provided workstreams.
- Oversee programme planning, budgeting, health and safety, and resource management.

- Monitor and report on progress against Key Performance Indicators (KPIs), contributing to dashboards, reports, and funding applications.
- Conduct risk assessments and complete incident forms to ensure the safety of all youth work activities, including home visits.
- Participate in community, partner, supervision, and team meetings.
- Facilitate youth participation in service design and delivery, ensuring their voices shape local provision.
- Work flexibly, including evenings and weekends, to meet the needs of young people.
- Build and maintain partnerships with statutory, voluntary, and community organisations to enhance support for young people, including maintaining the Directory of Services.
- Ensure effective financial control and compliance with finance policies and procedures.
- Identify and address personal and team development needs through training and reflective practice.
- Undertake additional duties as required, including supporting other areas of youth work delivery.

Commented [VH1]: Edit required

Corporate Requirements

- To participate actively in supporting the principles and practice of equality of opportunity as laid down in the organisation's Equal Opportunities Policy.
- To take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions and to comply with all health and safety legislation as appropriate.
- To, as a statutory duty, adhere to the Council's Corporate Safeguarding Policy and associated policies and procedures and to report concerns regarding the safety and wellbeing of children and adults at risk. In order to support you in this, you are required to access safeguarding training at the level which is relevant to this post.
- As a term of your employment, you may be required to undertake such other duties and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.
- Although you will be provided with a base, you may be required to work from various locations in accordance with the needs of your designated locality.

Internal Contacts: These include

External Contacts: These include

To carry out the duties of the post with due regard to the Council's relevant policies, codes and procedures.

To carry out duties with due regard to the Council's values and behaviours

All employees are required to participate in Appraisal and Performance Management processes and to undertake appropriate training and development, including mandatory induction training, identified to enhance their work.

Undertake other duties, commensurate with the grade, as may reasonably be required.

Consideration will be given to restructuring the duties of this post for a disabled postholder.

THIS JOB DESCRIPTION MAY NEED TO BE AMENDED BY THE DIRECTORATE TO MEET
THE CHANGING NEEDS OF THE SERVICE.

Number of fully managed staff:

Title:	Grade:	No. of posts:
--------	--------	---------------

Number of partially managed staff:

Title:	Grade:	No. of posts:
--------	--------	---------------

PERSON SPECIFICATION

Job Title: Senior Health and Wellbeing Youth Worker **Grade:**

Department: Prevention and Early Help

Note to Candidates

The Person Specification is a picture of the skills, knowledge and experience needed to carry out the job. It has been used to draw up the advert and will also be used in the shortlisting and interview process for this post.

Those categories marked 'S' will be used especially for the purpose of shortlisting.

Please ensure that Equality and Diversity issues are addressed specifically in relation to the role for which you are applying when addressing the requirements of this person specification where appropriate.

If you are a disabled person but are unable to meet some of the job requirements specifically because of your disability, please address this in your application. If you meet all the other criteria, you will be shortlisted, and we will explore jointly with you if there are ways in which the job can be changed to enable you to meet the requirements.

Equality and Diversity	
• Awareness of and a commitment to Equality of Access and Opportunity in a diverse community	S
• Understanding of how equality and diversity relates to this post.	S
• Demonstrable commitment to equality, diversity, and inclusion in service delivery and workforce management.	
• Proven ability to develop inclusive practices that address the needs of marginalised and underrepresented groups.	
• Understanding of anti-discriminatory and anti-racist practice and cultural competence in youth work.	
Knowledge	
• Experience of working with young people (aged 11-25) in non-formal/informal settings.	S
• Applying safeguarding procedures effectively and maintain appropriate professional boundaries	S
• A good knowledge and understand of recent developments in the lives of young people and communities. extra familial harm and neurodiversity.	S
• Excellent communication skills, with the ability to quickly establish positive relationships with young people and motivate them to participate in activities and events.	
• A creative and innovative approach to engagement.	

• Experience of delivering evidence-based projects.	
Aptitude	
•	
•	
Skills Skills can only be used as shortlisting criteria if the skill is to be tested.	(To be tested – T)
• Proven ability to lead youth voice, action, and participation groups.	
• Proven ability to lead across multi-strands of youth work including detached, All Access, Specialist Projects and residential	
• Ability to communicate effectively (where required) both verbally and in writing with young people, staff, managers and stakeholders, other agencies and the public.	S
• Carry out the secure handling of personal sensitive data in line with Data Protection legislation.	
• Ability and experience managing a team and building and maintaining effective and supportive relationships with peers and partners.	S
• Participation focused, placing young people at the centre of planning, delivery and evaluation.	
• Energetic and enthusiastic, with a positive approach to work and the ability to engage with young people	
• Willingness to undertake training and commitment to personal development.	
Experience	
• Experience in safeguarding leadership and managing complex cases involving vulnerable young people.	
• Track record of working collaboratively with statutory and voluntary sector partners.	
• Experience in staff supervision, performance targets, and workforce development.	
General Education	
• A relevant professional qualification (e.g., JNC-recognised Youth Work qualification, Social Work, Probation, or equivalent).	S
• Evidence of continuous professional development in leadership, safeguarding, and youth practice.	
• Lived experience working with children and young people complexed needs (Desirable)	
• First Aid Training at Work Certificate (Desirable)	
Personal Qualities	
• Visionary and values-driven leadership style with a commitment to empowering young people.	
• Reflective, resilient, and adaptable in the face of change and challenge.	
• High level of integrity, professionalism, and emotional intelligence.	
• Passionate about improving outcomes for young people and reducing inequalities.	
Circumstances	
• Willingness to work flexible hours, including evenings and weekends, as required by service needs.	
• Ability to travel across service locations and attend regional/national meetings or training.	

Physical

Generally, candidates must meet the standard Lewisham requirements for the post.

DBS Disclosure Required? No Basic Enhanced Y
(Tick as appropriate – guidance available from your HR Advisor)