



Wellbeing Practitioner

Salary: Band: 6, £29,170 - £33,119 p.a.

37 hours per week

Your contractual hours are 37 per week, which are to be worked in accordance with the needs of the Service. This role is based in Portsmouth. The role will require some evening and weekend working.

Location: across Portsmouth

Contract type: Permanent

Portsmouth City Council is committed to safeguarding and promoting the welfare of 'adults at risk' and expects all staff and volunteers to share this commitment. Every post is subject to PCC and Portsmouth Safeguarding Adults Board safer recruitment procedures.

DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Public Health

"We want Portsmouth to be a healthy and happy city, in which each person has the education, care and support they need for their physical and mental health"
[\(Health and Wellbeing Strategy 2022 - 2030\)](#)

The Public Health Directorate plays a key role in achieving the city's ambitions by providing leadership and influence to improve the health and wellbeing of the people of Portsmouth. We do this by focusing on improving the health and wellbeing of our poorest residents fastest to reduce health inequalities.

The service leads on delivering the Council's public health role and works closely with a range of colleagues within the Council and partners to optimise opportunities, such as Hampshire & Isle of Wight Integrated Care Board, the voluntary and community sector, the University of Portsmouth, businesses and local residents. As a service we take pride in our work by valuing others and focusing on areas where we can make a real and positive difference.

The Service - Wellbeing

People living in the most deprived communities in Portsmouth have poorer health outcomes and shorter life expectancy. Around two thirds of reduced life expectancy and health inequality in Portsmouth is caused by four conditions (cardio-vascular disease, cancer, liver disease and respiratory disease). These conditions are primarily associated with the four main risk factors known to impact health - specifically smoking, excess alcohol, unhealthy weight, and physical inactivity.

The Wellbeing Service supports individuals to modify behaviours, improve their health, increase life expectancy, and to reduce health inequalities for people in Portsmouth.



The Wellbeing team provide services across the PO1 - PO6 locality in a range of venues.

We deliver a diverse range of services so our principles are created to best meet the needs of the service and our customers balanced with the needs of our staff.

Team Principles are setting out how, where, why and for what teams work. They have been collectively agreed and owned by the whole team to best meet the needs of the service and our customers/residents. Team Principles are reviewed regularly to ensure the service needs continue to be met in the most effective way.

What is the role?

Based at the Civic Offices and reporting to the team leader, you will support the Public Health Directorate and senior management teams to assist Portsmouth City Council in meeting its public health obligations to protect, promote and improve the health of citizens and to reduce health inequalities.

You will provide a range of public health delivery services, linked to health improvement and reducing health inequalities, such as those which address the wider determinants of health. This will include addressing modifiable risk factors, such as smoking, alcohol, overweight and obesity and physical inactivity, as well as mental health and wellbeing.

The Wellbeing team provide services across the PO1 - PO6 locality in a range of venues including GP practices, hospital settings and community centres. In addition, the service provides telephone/virtual support. Some of the work undertaken will be targeting our most deprived communities, who suffer the greatest health inequalities.

Working as part of a team covering all aspects of service delivery. Work patterns typically involve two evening shifts per week. Although based within the Civic Offices, you will be required to meet with clients in a variety of settings, including GP surgeries and community venues, delivering one-to-one interventions and facilitating groups and clinics, presentations and health promotion talks across Portsmouth (PO1 to PO6). The role involves engaging with individuals and communities to identify support needs through initial assessments, undertaking blood pressure monitoring where suitable, fostering community involvement, promoting wellbeing and connecting people with appropriate support, services, and local resources.

Provide ongoing support through personalised support planning specifically around smoking cessation, weight management, harmful drinking; this may include providing extended brief advice and developing/delivering a programme of support. This may range from empowering through self-help, brief advice, support for the use of pharmacotherapy (e.g., providing nicotine replacement therapy and e-cigarettes) through to long-term engagement to support behaviour change and self-management techniques.

You will have advanced administrative or technical skills and be highly organised, to ensure correct recording and updating of all client interaction on the Services caseload management system. You will support new referral processing and triage of clients when required.



You may be required to supervise staff within small to medium-sized (up to 10) teams, which may include all roles of lower banding. You will be a point of contact from other individuals and services for advice and information on your expertise areas and be required to mentor and support the development of new staff members. You will also support colleagues in delivering/or deliver training in MECC, Connect 5, Smoking Cessation, Alcohol Brief Advice, Weight Management Brief Advice.

Facilitate access to and provide ongoing support where needed to support broader holistic issues impacting an individual's health e.g., housing, debt, isolation, domestic abuse. You will be required to transport and safely store resources and equipment required for the role, such as stop smoking aids. Participate in and lead on Wellbeing Service promotional events across the city.

You will collaborate with key colleagues from the local health and care systems to work together to improve the health and wellbeing of the local population.

Portsmouth City Council commit to developing its staff therefore as part of this role you will be expected to commit to ongoing learning and development. The post holder should have or work towards equivalent NVQ qualifications in post related topic areas such as health improvement and wider determinants of health within two years.

Who is the person?

You need:

1. Experience of working in a customer facing role with clients, in 1-2-1's or groups in a variety of settings, delivering/supporting behaviour change interventions.
2. The ability to facilitate support with physical activity, emotional wellbeing and the broader issues that may be impacting an individual's current health or could prevent the patients' ability to manage their health in the future through personalised support planning.
3. The skills to lead community-based clinics, working collaboratively with health care support staff, GPs, and community staff.
4. Good Interpersonal skills and being part of a multi-disciplinary team able to demonstrate effective team working and working flexibility to meet the needs of the wider team.
5. Good communication skills: as you will be communicating with individuals at all levels including service users and stake holders. The ability to converse at ease with customers and provide advice in accurate spoken English (essential for the post).
6. Good analytical skills to enable effective data management,
7. Prioritisation/organisational, time management skills, and the ability to work autonomously and manage your workload to ensure all tasks are met on time.
8. A good level of numeracy and literacy.
9. Good IT skills, including the use of Microsoft Outlook, Teams, Word, and Excel, this will include accurately capturing client activity through Service caseload management system.
10. To comply with local Safeguarding procedure and undertake training if required.
11. A commitment to equal opportunities.
12. To be a car driver or have the ability to work across PO1 - PO6. as you will be required to transport resources and equipment to and from venues.

13. The ability to demonstrate effective team working and supporting others to work effectively.
14. To be able to contribute to reflecting and reviewing existing work practices and procedures.
15. To be able to lead by example demonstrating high levels of integrity and compassion when working with less senior colleagues.
16. A good level of knowledge and technical skills when providing interventions to clients in healthy weight, stop smoking and alcohol reduction is desirable.
17. A knowledge of recognised behaviour change techniques and the ability to deliver health behaviour change including guidance around smoke free homes would be desirable.
18. A knowledge and understanding of Portsmouth demographics and of the wider determinants of health, how they can impact health and how to engage people with support to address these would be desirable.
19. An understanding of the role of Public Health in supporting healthy lives and reducing health inequalities would be desirable.
20. It would be desirable to hold the National Centre for Smoking Cessation Level 2 certificate.
21. The ability to facilitate and support the use of pharmacotherapy and knowledgeable about e-cigarettes is desirable.
22. Use of screening tools such as Audit C and Warwick Edinburgh is desirable
23. To understand and demonstrate the benefits of working in partnership/collaborating with others is desirable.
24. Experience of working with community and voluntary sector groups is desirable.
25. To demonstrate an ability to self-motivate and to act on one's own initiative is desirable.
26. A commitment to continuous personal development including the potential requirement to develop training delivery skills is desirable.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.

General Data Protection Regulation (GDPR)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our [careers portal](#).