

Role Profile

Job Title:	Public Health
Location:	Barnet Council, Colindale Offices and Home working.
Department:	Public Health Strategist – Children and Young People (Start and Grow Well Team).
Directorate:	Communities, Adults and Health.
Grade:	K
Type of Working:	Hybrid Working
Reports to:	Start and Grow Well Team Public Health Consultant (Emma Waters)

1. Job Purpose:

The post holder will take a strategic lead on the children and young people’s portfolio across the life course including early years, school age and adolescence. The key areas of focus include: healthy weight and nutrition, physical activity, safeguarding and online safety , sexual health and healthy relationships, and healthy early years/ schools and supporting PSHE.

Key role and responsibilities

The post holder will be responsible for working across the council and with a range of partners to improve the health and wellbeing of the children and young people in Barnet. The role will work closely with colleagues across Public Health, in the ICB, Family Services, and wider partners to ensure that prevention education is supported in all our programmes and strategic design.

Areas where the post holder will be expected to take a lead role will include Healthy weight and physical activity, healthy early years/ schools, PSHE, sexual health education, healthy relationships (on and offline), violence reduction, and other relevant programmes of work to support the general wellbeing and local safeguarding arrangements for children.

The Public Health department supports a matrix style of working and the post holder may hold the strategic lead for programmes and work across teams within the department.

The post holder will also be expected to support training in public health and Continuing Professional Development with expertise in public health intelligence, knowledge, and statistics

To support health protection and support mental health and wellbeing of children and young people..

2. Key accountabilities:

- Strategic lead for healthy weight and physical activity including the Barnet and NCL CYP healthy weight pathways, the Barnet Health Weight Action Plan, CYP input to the Barnet Food Plan and Fit and Active Barnet,. This includes overview of key programmes contributing to whole system approach and leading on relevant commissioning of support services.
- Strategic support for sexual health education including healthy relationships and lead for commissioning of the Sexual Health Promotion Service for young people.
- Strategic lead for public health PSHE coordination and support to schools and relevant PSHE/RSE topics including online relationships. Strategic overview/lead of CYP healthy living and wellbeing programmes across settings (early years/ schools/ colleges)
- Strategic support to Safeguarding and violence reduction programmes
- Support to the Healthy Child Programme
- Strategic lead for commissioning of relevant services for the Start and Grow Well Team,
- Support around childhood immunisations and other health protection issues.
- Work with the SGW Public Health Consultant and the Resilient Schools Manager to support mental health and wellbeing when required.

Leadership and Management:

- The post holder will have proven leadership skills and will manage the Public Health Officers in the team
- Project, commissioning and contract management responsibilities
- Set performance objectives linked to those of the Service Business Plans and corporate plans
- The post holder will participate in the induction of staff where relevant, and contribute actively to the training programme for Foundation Year Doctors/GP Registrars, Specialist Registrars in Public Health as appropriate, and to the training of practitioners and primary care professionals within the locality.

Change and Improvement:

- Advise on the most appropriate commissioning options to achieve desired public health outcomes.
- Build shared and collaborative approaches to improve health and wellbeing through seeking out opportunities to work in collaboration with partners to improve health and wellbeing.
- Embed a public health, whole system, approach within the Council and Health and Wellbeing Partners to achieve public health outcomes.
- Write and present reports for the Health and Wellbeing Board, Management teams and council committees within agreed timescales.
- Ensure all relevant performance indicators affecting the directorate are clearly understood and performance information is used to continually improve services

Staff Responsibilities:

The Barnet Public Team incorporates commissioning, Health and Safety, Information and Intelligence, and strategy teams. There are 3 consultants in the health strategy team (WTE 2 public health consultants), all managed by the Director of Public Health. The post holder will be managed by the Public Health Consultant in the Start and Grow Well Team and will have line managerial responsibility for identified Health Improvement Officers in this team, working alongside the Suicide Prevention and Resilient Schools Manager.

The department operates a matrix management system with supervision directed by senior members across the team according to topic leadership and operational challenges. The department is an approved for the training of public health specialists.

Additional Responsibilities:

- To ensure compliance with the council's information security policies and maintain confidentiality

- To support health protection functions in the council.
- Other responsibilities as determined by line manager and Director of Public Health

3. Financial Responsibilities:

- Manage delegated budgets, as required, as part of lead areas of responsibility or as part of project work, keeping a record of all expenditure and monitoring against available budget.
- Contribute to budget setting for the particular service area in association with the budget holder.

4. Health and Safety Responsibilities (choose one option):

As a manager of the London Borough of Barnet, you are required to:

- Abid by of Barnet’s health and safety policy, associated arrangements for managing, and implement the manager’s responsibilities set out therein.
- Complete mandatory health and safety training
- Ensure risk assessments are in place for all task/actives where there are significant hazards, including stressors that could have an adverse effect on staff wellbeing. Identify and implement controls. Ensure staff are aware of the risk assessment findings and trained in the use of controls measures.
- Monitor health and safety compliance arrangements and take action where there are concerns
- Include health and safety in regular management team meetings
- Lead by example, monitor and enforce health and safety compliance of staff

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council’s values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council’s Commitment to Equality

To deliver the council’s commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

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Reports to:	Start and Grow Well Team Public Health Consultant (Emma Waters)

Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Masters in Public Health or equivalent	Essential	Application/Interview
UKPHR Practitioner or equivalent	Desirable	Application/Interview
Experience & Knowledge		
Communicating and influencing: <ul style="list-style-type: none"> • Ability to deliver professional and persuasive presentations to large internal and external groups • Ability to speak up, even when views or messages may be unpopular • Positively influence the perceptions of people internally and externally about LB Barnet • Ability to build strong internal and external networks and use them positively to benefit LB Barnet and its stakeholders. 	Essential	Application/Interview
Respecting others <ul style="list-style-type: none"> • Champions a culture that values equality and diversity, and ensures these are built into the delivery of services • Able to challenge unethical or disrespectful practice within the organisation • Serves as a role model for ethical and professional conduct of the highest level. 	Essential	Application/Interview
Striving for excellence <ul style="list-style-type: none"> • Strategic thinker with proven leadership skills and operational nous • Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources • Ability to lead and manage successfully in unplanned and unforeseen circumstances. 	Essential/	Application/Interview
Setting direction <ul style="list-style-type: none"> • Encourages others to view change from the viewpoint of stakeholders • Ensures there is a culture of continuous improvement and responsiveness to change • Provides ongoing support and encouragement to all • Adapts leadership style to suit the situation. 	Essential	Application/Interview
Managing performance: <ul style="list-style-type: none"> • Demonstrates an understanding of what motivates people to perform in the workplace • Understand the importance of performance appraisals and regular one-to-ones with all direct reports • Accepts ultimate responsibility for results of own area, whether positive or negative. 	Essential	Application/Interview
Developing talent:	Essential	Application/Interview

<ul style="list-style-type: none"> •Promotes a culture that values continuous personal and professional development •Recognises the link between learning and development, and improving the performance of the organisation •Identifies and develops future leaders •Ensures resources for development are prioritised and allocated according to need •Contributes to long term HR Planning. 		
<p>Team working</p> <ul style="list-style-type: none"> •Constructively uses conflict as an opportunity to generate innovative solutions •Challenges team members to work together on a shared agenda 	Essential	Application/Interview
<p>Cross Barnet working:</p> <ul style="list-style-type: none"> •Actively participates in cross-functional networks and groups and promotes own service within these •Identifies opportunities for co-operation and interdependency across groups •Promotes cross-functional working and recognises and rewards good practice in this area •Actively contributes to the creation of an open, and interdependent culture. 	Essential	Application/Interview
Skill & Ability		
Evidence review and synthesis: Assess the evidence of effective interventions and services to improve health and wellbeing	Essential	Application/Interview
Needs assessment: Obtain, verify, analyse and interpret data and/or information to improve the health and wellbeing outcomes of a population / community / group	Essential	Application/Interview
Data analysis and interpretation: Able to conduct and interpret complex statistical analysis	Essential/	Application/Interview
Risk identification and management: Identify risks to health and wellbeing, providing advice on how to prevent, ameliorate or control them	Essential	Application/Interview
Project Management: Experience and proven ability in developing, leading, managing and implementing projects	Essential	Application/Interview
IT skills: Good ICT skills on a variety of packages including Able to utilise AI in an effective and appropriate way, in line with Barnet Council Policies. Word, Excel and Outlook. Proficient in producing reports and statistical analysis	Essential	Application/Interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview

Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile-I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview