

**THE ROYAL COLLEGE OF PSYCHIATRISTS
WELLBEING CHAMPION JOB DESCRIPTION**



JOB TITLE: Wellbeing Champion

TERM OF OFFICE: 2 years

RESPONSIBLE TO: Associate Registrar for Wellbeing and Retention

WORKING WITH: Associate Registrar for Wellbeing and Retention, Head of Training & Workforce Operations and the Wellbeing Champions' Network

ELECTED/APPOINTED: Appointed

TIME COMMITMENT: 1 day a month (0.5 PAs a week)

NATURE OF ROLE: Voluntary

JOB PURPOSE

To raise awareness and knowledge at regional and locality level of the individual and systemic factors that impact on Wellbeing, in addition to promoting RCPsych, local and national resources and gathering feedback from the frontlines on current challenges and areas for improvement.

KEY RESPONSIBILITIES

The role of Wellbeing Champion is currently in development. As this is a pilot programme, we wish to work with the Wellbeing Champions to design the training programme and the deliverables for the project. We anticipate responsibilities will include:

- Raising awareness, offering support and promoting best practice with regard to wellbeing matters in the localities with which the Wellbeing Champion is associated;
- Developing the presentation and format for delivery in localities;
- Facilitating the presentation and/or workshops in localities up to three times a year;
- Gathering and providing feedback on local issues and concerns regarding workforce wellbeing in the localities;
- Networking with other Wellbeing Champions to share best practice and provide peer support;
- Attending Wellbeing Champions Network meetings (up to three per year);
- Advising on the ongoing Wellbeing Champions strategy and helping to revise the programme;
- Linking with other wellbeing-related roles across the four nations, for example Wellbeing Guardians and Healthy Workplace Allies (NHS England People Plan) and the Workforce Wellbeing Champion Network in Scotland.

LOCATION

We intend to appoint 12 Champions based across the UK (one from each Division and Devolved Nation Executive in addition to a representative from the Psychiatric Trainees' Committee).

PERSON SPECIFICATION

The post holder should:

- Advocate for better workforce wellbeing support and processes (demonstrable evidence of this is desirable);
- Be a dynamic communicator, with excellent presentation skills;
- Be a good listener and able to give advice and support effectively;
- Be able to cultivate and maintain networks to support their wellbeing work;

- Be willing to learn and proactively seek out information and resources to supplement their knowledge.

We encourage colleagues from across all career grades and at different transition points in their career. We hope to have a broad, diverse group of Wellbeing Champions and we hope to have a wide representation of all doctors working in psychiatry.

THE COLLEGE VALUES

Courage

- Champion the specialty of psychiatry and its benefits to patients
- Take every opportunity to promote and influence the mental health agenda
- Take pride in our organisation and demonstrate self-belief
- Promote parity of esteem
- Uphold the dignity of those affected by mental illness, intellectual disabilities and developmental disorders.

Innovation

- Embrace innovation and improve ways to deliver services
- Challenge ourselves and be open to new ideas
- Seek out and lead on new, evidence-based, ways of working
- Have the confidence to take considered risks
- Embrace the methodology of Quality Improvement to improve mental health services and the work of the College.

Respect

- Promote diversity and challenge inequalities
- Behave respectfully – and with courtesy – towards everyone
- Challenge bullying and inappropriate behaviour
- Value everyone's input and ideas equally
- Consider how own behaviour might affect others
- Respect the environment and promote sustainability.

Collaboration

- Work together as One College – incorporating all members, employees, patients and carers
- Work professionally and constructively with partner organisations
- Consult all relevant audiences to achieve effective outcomes for the College
- Work together with patients and carers as equal partners
- Be transparent, wherever possible and appropriate.

Learning

- Learn from all experiences
- Share our learning and empower others to do the same
- Value and encourage personal feedback
- Use feedback to make continuous improvements
- Create an enabling environment where everyone is listened to, regardless of seniority
- Positively embrace new ways of working.

Excellence

- Deliver outstanding service to members, patients, carers and other stakeholders
- Promote excellent membership and employee experience
- Always seek to improve on own performance
- Promote professionalism by acting with integrity and behaving responsibly

- Demonstrate accountability in all that we do
- Uphold the College's 'Core Values for Psychiatrists'.

May 2021