

ROYAL COLLEGE OF PSYCHIATRISTS

SOUTH WEST WELLBEING CHAMPION JOB DESCRIPTION

JOB TITLE:	South West Wellbeing Champion
TERM OF OFFICE:	Up to 3 years
RESPONSIBLE TO:	Associate Registrar/s for Wellbeing and Retention
WORKING WITH:	
Governance	RCPsych Wellbeing Committee Head of Training and Workforce Operations Wellbeing Champion Lead
Management	Associate Registrar/s for Wellbeing and Retention
RESPONSIBLE FOR:	N/A
ELECTED/APPOINTED:	Appointed
TIME COMMITMENT:	1 PA per month
SALARY:	Voluntary

JOB PURPOSE

To raise awareness and knowledge at regional and local level of the individual and systemic factors that impact on Wellbeing, in addition to promoting RCPsych, local and national resources. The champion will make sure wellbeing is at the heart of these objectives and gather feedback from the frontlines on current challenges and areas for improvement. In addition to this the Wellbeing Champion will report into the Wellbeing Champion Lead who will feed into the Wellbeing Committee regarding UK-wide activity.

KEY RESPONSIBILITIES

We anticipate responsibilities will include:

- To promote and uphold the College values of Courage, Innovation, Respect, Collaboration, Learning and Excellence.
- Reporting to the Wellbeing Champion Lead on assigned regional Wellbeing activity (it is expected that good local initiatives will be shared as best practice UK-wide).
- Developing the presentation and format for delivery in localities.
- Networking with other Wellbeing Champions to share best practice and provide peer support.
- Attending Wellbeing Champions Network meetings (up to three per year) and Regional Executive committee meetings (up to 3 per year)
- Advising on the development and revision of the Wellbeing Champions programme.

LOCATION

South West

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'.

INTERNAL COLLEGE CONTACTS:
<ul style="list-style-type: none"> • Department: Professional Standards • Section/Project: Wellbeing Champions/Wellbeing Committee • Name of Contact: James Compagnone • Job Title: Workforce and Retention Manager

May 2025