



Post: CYP Community Wellbeing Worker

Hours: Multiple posts, either 18.5 or 37 hours per week, to be worked flexibly to include evenings, weekends and bank holidays according to the needs of the service

Salary: £11.75 per hour

Contract: Fixed term to 31st March 2022

Location: Office - Kenburgh House, 28 Manor Row, Bradford, BD1 4QU but regularly travelling to additional locations in the Bradford Central area

Responsible to: Service Manager

Annual leave: 25 days plus bank holidays (pro-rata)

Pension: We operate a contributory pension scheme which you will be auto-enrolled into (subject to the conditions of the scheme).

Probationary Period: 6 months

Closing Date: 10am 29th June 2020

Interview Date: 14th, 16th and 17th July 2020 (between 9am and 5pm). Interviews may be held remotely by video call

Purpose of the post

An exciting new opportunity to join the Mind in Bradford team as a Community Wellbeing Worker (CWW). CWWs will support the development and delivery of Mind in Bradford's Children's and Young People's (CYP) offer.

This programme is a new and innovative approach to improve the wellbeing of young people in Bradford Central Locality who are experiencing mental or emotional wellbeing problems across education, community and youth offending settings. It will provide young people with group and 1:1 support and seeks to enhance the local community support available through upskilling and supporting existing and emerging community groups.

Key Duties

- To develop and deliver, alongside the project coordinator, outcomes focussed and evidence based 1:1 and group interventions, to CYP aged 8-19 (or up to 25 with additional needs) delivered both

face to face and via an online platform. This will require regularly travelling to and working in a variety of education, community and youth offending settings.

- To develop session plans for structured programmes, as well as to find, create, and use appropriate tools and resources to support CYP services.
- To motivate, lead and encourage client participation by providing a welcoming, safe, non-judgemental and flexible environment for CYP to discuss their wellbeing or concerns.
- To work in partnership with CYP, parents/carers, families and delivery partners (staff and volunteers) in development of plans and agreed outcomes, and support and empower all to make informed choices about interventions offered.
- To facilitate partnership working to improve the service and extend reach, by supporting the Project Coordinator with co-production and developing and maintaining links with project partners, community groups and other stakeholders.
- To signpost CYP and family/carers to relevant services and activities for additional support as appropriate, including crisis services (at Mind in Bradford or other providers).
- To contribute to the development and delivery of mental health training to adults in the wider workforce across each of the delivery areas, to build community capability, confidence and resilience.
- To support the Service Manager and Project Coordinator in creating meaningful volunteer opportunities for CYP.
- To promote equality, inclusion and diversity in service development and delivery.
- To record and maintain timely records such as up to date electronic client records (including monitoring outcomes and gathering feedback); case studies for discussion, personal development and service improvement; and completing required forms for service delivery (e.g. session plans, registers).
- To effectively undertake and record risk assessments and follow safeguarding procedures.
- To actively support and promote all aspects of the service and enhance the public image of Mind in Bradford, including supporting promotional events and community fundraising.
- To work effectively with, and to support other co-workers on shift and attend and contribute to regular team meetings.
- To participate in constructive individual and group supervision and internal/external staff development including appraisals and mandatory training related to the role.
- To work in alignment with the aims, objectives and core values of Mind in Bradford.
- To be familiar with and take responsibility, with colleagues, for ensuring that all Health and Safety, Safeguarding, Information Gathering and Equality & Diversity requirements are met, and all other Company policies complied with.

- To consistently uphold the standards within the Mind in Bradford 'Code of Conduct' and ensure that it is followed at all times, by staff, volunteers and clients.
- To have an understanding of and commitment to equal opportunities and diversity, and to ensure that the rights of people with mental health issues are respected and promoted throughout the organisation in accordance with its values, and that clients are treated with respect at all times.
- To undertake any other reasonable duties or tasks deemed necessary by the Leadership Team.

It is Mind in Bradford's policy to make reasonable adjustments to enable those with disabilities to undertake the above.

Our organisation

Mind in Bradford is a registered charity with a clear purpose to promote mental wellbeing and empower and help people experiencing mental health problems to manage and work towards recovery and fulfilment. We do this through:

- Building community and individual resilience for better mental wellbeing
- Providing early intervention advice and support
- Supporting people in crisis
- Empowering and helping people to recover and sustain improved wellbeing.

Our values

Our team is committed to five values which underpin everything we do:

Partnership - We work in collaboration with national Mind colleagues, commissioners, and fellow service providers to make the biggest positive difference to the largest amount of people possible.

Inclusivity - We reach out to and welcome the diverse communities we serve, providing a hopeful, helpful, caring and safe environment for all who need it.

Empowerment - We value and respect each individual, empowering, encouraging and helping those who use our services to regain greater control over their lives.

Excellence - We evidence and understand the outcomes and benefits we deliver, and continuously look to improve and innovate with input from those who use, commission and review our services.

Responsibility - Raising money responsibly, spending it wisely, and taking responsibility for maximizing the positive impact we make.

Our 2020 Service Offers

Guide-Line – an all age telephone support service delivered by trained staff and volunteers from 12pm - 12pm every day.

Sanctuary – an evening safe space service open from 6pm to 1am every night of the year for those in mental health crisis. Our crisis workers can offer one to one support face to face or over the phone and provide an appropriate, non-clinical diversion from hospital admission.

Wellbeing – free, accessible groups facilitated by our Wellbeing Practitioners, which help people with their recovery by learning coping strategies, boosting self-esteem and making new friends.

Extended Access – Our Mental Health Recovery Workers offer 1-1 support to individuals aged 11 or over in GP surgeries across Bradford District. Appointments are available weekday evenings.

Children and Young People's Community Wellbeing Project – a new and exciting addition to our service offer to commence from June 2020. This programme is a new and innovative approach to improve the wellbeing of young people in Bradford Central Locality who are experiencing mental or emotional wellbeing problems across education, community and youth offending settings. It will provide young people with group and 1:1 support and seeks to enhance the local community support available through upskilling and supporting existing and emerging community groups.

Hearing Voices – We are Bradford's first Maastricht interview centre, offering this innovative new way of finding strategies to cope with hearing voices via 1-1 sessions with our Maastricht trained practitioners.

Community Companions – a volunteer befriending project in offering social contact to over 65s living in Baildon and Bradford Central Locality aimed at tackling isolation, anxiety and depression.

Physical Health Checks – a system wide programme to help people living with a serious mental illness access an annual health check and support to address their physical health needs.

Training – a suite of training courses for partners and business to help improve wellbeing in the workplace.

Person Specification

Please highlight on your application in the personal statement how you meet the person specification, giving examples of how you have demonstrated the criteria. This is an extremely important part of the application and will be used to shortlist applicants for interview.

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • A minimum of 5 GCSEs (or equivalent) grades A-C – must include English and Maths. • Evidence of ongoing professional development. 	<ul style="list-style-type: none"> • A degree in an area related to mental health or equivalent. • A diploma in psychotherapy, counselling, coaching or some other professional interventions. • Hold an NVQ3 level qualification or above in Mental Health or similar. • Training or certification in group facilitation. • Youth Mental Health First Aid training certificate.
EXPERIENCE	<ul style="list-style-type: none"> • Experience of working with children and young people with mental health difficulties. • Experience of working in a mental health setting or an education, community, or youth offending setting. • Experience of planning, organising, and facilitating 1:1 interventions, groups or training events. • Experience of supporting vulnerable clients in a clear, concise, meaningful and non-judgmental way. • Good IT Skills, including the ability to use Outlook, Word, Excel and PowerPoint. 	<ul style="list-style-type: none"> • Experience of conducting risk assessments and the ability to make informed decisions based on the completion of risk assessments and safeguarding procedures. • Experience of completing a needs assessment to identify potential support required. • Experience of developing and/or delivering online content via a virtual platform. • Experience of monitoring and recording outcome measures for emotional wellbeing. • Experience of using an electronic recording system for client/patient details.

		<ul style="list-style-type: none"> • Experience of working with and supporting volunteers. • Experience of supporting promotional events.
SKILLS	<ul style="list-style-type: none"> • Good, proven oral and verbal communication skills. • Good organisational skills and the ability to manage own workload. • Ability to work as part of a team and independently. • Ability to provide 1-1 and group support, either face to face or via an online platform. • Able to encourage, engage and involve young people in ways that promote their involvement, independence, resilience and achieve positive changes in their lives. 	<ul style="list-style-type: none"> • Car driver with full UK driving licence and access to own transport. • Ability to speak an additional language (Urdu, Punjabi, Arabic, Polish or other). • Food hygiene certificate. • First aid certificate. • Recently completed Safeguarding training for children. • Ability to engage and succeed in partnership working.
KNOWLEDGE	<ul style="list-style-type: none"> • An understanding of current issues and debates in mental health and how they might affect our clients. • An understanding of current difficulties for children and young people and how this may affect their wellbeing. • Knowledge of other community organisations and charities in the area that can help Mind in Bradford clients. • Has an understanding of the effectiveness of group support and peer group support. 	<ul style="list-style-type: none"> • Understanding of safeguarding and good practice in this area. • Knowledge and understanding of risk management and health and safety issues. • General knowledge of mental health and wellbeing through lived experience. • Clear understanding of national and local mental health policies and strategies. • Awareness of the Bradford Central locality and current issues/difficulties within it that

		<p>may affect the wellbeing of children and young people.</p> <ul style="list-style-type: none"> • Understanding of confidentiality and data protection.
<p>ATTITUDE AND PERSONAL ATTRIBUTES</p>	<ul style="list-style-type: none"> • Understanding of and commitment to equal opportunities and diversity. • Self-motivated and enthusiastic approach. • Commitment to providing person centred services. • Understanding that mental health difficulties are a natural part of life. • A non-judgemental attitude in relation to mental illness and its manifestation in behaviour. • Ability to build and maintain relationships at all levels. • Healthy and secure personal boundaries. • Understanding of and commitment to the Mind in Bradford values of Partnership, Inclusivity, Empowerment, Excellence and Responsibility. • Willingness to work in and travel to multiple locations across Bradford Central locality. 	<ul style="list-style-type: none"> • Ability to motivate and inspire volunteers to achieve their full potential. • Full, enhanced and current satisfactory DBS disclosure.