

JOB DESCRIPTION
(To be read in conjunction with Person Specification)

Leeds Mental Wellbeing Service

POST:	Locality Primary Care Mental Health Support Worker
SALARY:	Agenda for Change Band 4
ACCOUNTABLE TO:	Service Manager, Deputy and Clinical Lead
RESPONSIBLE FOR:	N/A

ORGANISATIONAL EXPECTATIONS:

Community Links aims to provide a high quality customer service adhering to the principles of best practice, promoting equal opportunities and working positively with diversity. Community Links is an ambitious, forward thinking organisation and you must be committed to developing and enhancing the services we provide.

The organisation expects all its employees to carry out their duties in a professional manner with a client focus, ensuring that respect and courtesy is shown to them, colleagues, other service providers and all those in contact with the organisation. You are expected to uphold the values and ethos of Community Links at all times.

We are proudly and actively anti-racist and as such, you are expected to drive our anti-racism agenda forward.

OUTLINE OF POST:

Background

Community Links are part of the new Leeds Mental Wellbeing Service (LMWS). This exciting new partnership will mobilise and deliver an integrated service to offer primary care based mental health support for people with mild to moderate common mental health problems. Together, our partnership will help thousands of people in Leeds to increase their resilience and live their best lives within their community.

The service comprises:



Purpose of the role

You will work within Leeds's locality based Local Care Partnerships, providing mental health support as an integral and critical part of a multi-agency and multi-disciplinary team. You will increase the inclusivity of the LMWS, especially among communities most at risk of developing poor mental health and developing health and social inequalities, using a wide variety of engagement and delivery techniques.

MAIN TASKS:

1. Understand mental health inequalities in Leeds and how some communities are at higher risk of poorer mental health than others.
2. Deliver active in-reach into communities as prioritised by the annual health inequalities action plan for the LMWS, working alongside specialist organisations.
3. Work as part of a team delivering open access and targeted drop-ins across Leeds, helping a broad range of people get access to the LMWS, with a focus on the most deprived communities.
4. Having helpful conversations with prospective service users/patients, carers, and referrers, so that they understand the offer and limits of the LMWS and are guided to the right support for them.
5. Signpost and support people to the right intervention or service for them, internally or externally.
6. Networking, capacity and promoting the LMWS by attending events and developing relationships with a range of stakeholders to increase and widen access to the service, with reference to defined target groups.
7. Work to actively combat mental health inequalities, applying your knowledge of the social determinants of mental health in Leeds, and how some communities are at greater risk of poorer mental health.
8. Use your knowledge of protected characteristics and the latest demographic intelligence to plan and facilitate interventions and activities alongside colleagues and service users.
9. Support people to overcome barriers to accessing mental health interventions in the LMWS– this could mean accompanying people to appointments, ensuring that a buddy is in place, helping people with online resources etc
10. Support the delivery of workshops and other group interventions delivered by the LMWS, to increase capacity across the service and ensure inclusivity for people who may otherwise find groups hard to access and remain within the service.
11. Work alongside volunteers who deliver peer support interventions as part of the LMWS.

12. Carry a caseload of service users and support them through brief one-to-one interventions, groups and/or enabling them to take part in or lead peer-led groups.
13. Supporting a diverse range of colleagues (for example cognitive behavioural therapists or psychological wellbeing practitioners) to co-deliver clinical interventions together.
14. Co-design and deliver structured and non-structured group interventions which protect and improve mental health.
15. To take a co-productive and inclusive approach to service user involvement, encouraging and supporting a diverse range of service users to get involved in the delivery and ongoing leadership of the service.
16. To participate in regular supervision.
17. Keep up-to-date with policies, guidelines, procedures and practices.
18. Participate in team meetings and other meetings as required.
19. Represent Community Links in a knowledgeable and professional manner at all times.
20. Maintain appropriate professional boundaries at all times.
21. Identify own training and development needs in conjunction with your line manager and participate in training opportunities as directed.
22. Partake in Community Links Personal Development Review system.

You may, be required to perform any other duties as the organisation may reasonably require. You undertake to work to the best of your ability and use your best endeavours to promote, develop and extend the group's business and interests.

Please note this job description is intended to provide a guide to the general duties and responsibilities of the role the post holder is expected to adopt a flexible approach to the tasks. It should not be regarded as a contractual document. It will be reviewed regularly and may be varied at the discretion of Inspire North.

Person Specification
Locality Primary Care Mental Health Support Worker
Leeds Mental Wellbeing Service

The person specification should be read in conjunctions with the job description. It is used at the short listing and interview stage to decide how suitable each candidate is to take on the role.

Community Links does not necessarily expect that each candidate will fulfil all the criteria listed in the Desirable column but any 'gaps' could form areas for development in the future.

Approach	Essential	Desirable	Identified by: A=application I=interview E=exercise
Demonstrate understanding and commitment to equal opportunities and diversity	✓		A, I
Demonstrate a commitment and enthusiasm for working with our service user group	✓		A, I
Able to build and maintain relationships whilst maintaining appropriate professional boundaries	✓		A, I
Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload	✓		I
Demonstrate a commitment to enabling and empowering clients to become actively involved in Inspire North and its Associated Companies	✓		A, I
Demonstrate a commitment to personal development, learning and reflective practice with a solution focused approach	✓		A, I
Demonstrate an understanding of and commitment to our anti-racism agenda.	✓		A, I
Knowledge & Skills	Essential	Desirable	
Excellent technical literacy of Microsoft Applications e.g. Word, Excel, Power point, Outlook, Access	✓		A, I
Excellent written communication skills, including accuracy and attention to detail.	✓		A, I E

Good interpersonal skills including listening and display empathy	✓		A, I
Ability to carry out mental health safety planning including risk assessment, whilst providing emotional and practical support	✓		A, I, E
Ability to prioritise own workload, including agreeing and meeting targets/priorities	✓		A, I, E
Knowledge of mental health issues and its effects on individuals functioning	✓		A, I, E
Knowledge of co-production and social inclusion	✓		A, I, E
Knowledge of mental health services, particularly primary care mental health services	✓		A, I, E
Knowledge and understanding of working with black and minority ethnic people, cultures and communities	✓		A, I, E
Have access to a car for work purposes and hold a full current UK driving licence		✓	A
Knowledge of a Second Language e.g. Urdu, Polish, BSL		✓	A
Experience	Essential	Desirable	
Experience of working with people experiencing mental health difficulties and challenging behaviour	✓		A, I, E
Experience liaising and developing links with other agencies	✓		A, I, E
Experience of working with primary care systems such as SystemOne and Emis		✓	A
Experience of working with disadvantaged communities	✓		A, I, E
Experience of housing / homelessness/ offending or mental health either as a service user, carer, worker or volunteer.	✓		A