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OFF THE RECORD BRISTOL

Registered Charity #1085351

**YOUNG PEOPLE -
CHANGING MINDS**

8-10 West Street
Old Market
Bristol
BS2 0BH

SUPPORT WORKER FOR EARLY INTERVENTION IN PSYCHOSIS (MATERNITY COVER)

ROLE DESCRIPTION AND PERSON SPECIFICATION

Dear applicant,

Thank you for your interest in this post. Please find below some background information and other details to help you decide whether to apply for the position.

In the interests of equality CVs will not be accepted so please use the job application form to apply. Applicants will be assessed on their ability to meet the criteria listed in the Person Specification.

Enclosures:

- Role Summary
- Role description
- Person specification
- About us

To apply for this position please request an application from recruitment@otrbristol.org.uk.

The closing date for this role is **12 noon on Friday 17th of May**, and interviews will be held in **Bristol on Tuesday 28th of May**.

If you wish to have an informal discussion about the post, please contact Cat Taylor, Team Manager, cat@otrbristol.org.uk

Yours faithfully,

Kellie Horder
HR Manager | Off the Record (Bristol)

ROLE SUMMARY

Job Title	Support Worker for Early Intervention in Psychosis (maternity cover)
Salary Grade	£22,212 - £26,539, based on a 37.5 hr week (pro rata salary £21,915)
Hours	37 hours per week
Contract	Up to 12 months – this post is temporary to cover maternity leave and is anticipated to end when the maternity leave ends, although this may be extended according to operational requirements.
Leave	We operate a 'flexible annual leave' policy, you will take the statutory minimum 28 days, however you will be expected to request more leave as agreed with your line manager.
Pension	Up to 3% of above salary for standard contracted hours after completion of probationary period
Location	Based at Colston Fort, Montague Place, Bristol, BS6 5UB. With frequent travel throughout Bristol
Accountable to	Team Manager – CAMHS / AMHS Partnerships.
Accountable For	N/A
Job Purpose	<ul style="list-style-type: none">• To work collaboratively with service users (aged 14-35) and mental health professionals to navigate and support through services (both social and clinical interventions), connecting into community resources and improving wellbeing.• To work within a recovery and psychologically informed approach, taking a holistic view to support people's recovery to live fulfilling lives.• To ensure that services are tailored to individual's cultural and social needs.
Key Relationships	<ul style="list-style-type: none">• Early Intervention Team Management and Staff• OTR staff• Bristol Mental Health external partners• External partners and stakeholders• Young People

ROLE DESCRIPTION

Role specific

- To build trusting and collaborative relationships with service users aged 14-35 referred into the Early Intervention in Psychosis team.
- To co-produce, implement and review a recovery plan, crisis plan and other self-management tools (e.g. Wellness Recovery Action Plan), in partnership with service users and in line with best practice.
- To case manage and provide support for young people, referring and liaising effectively with all professionals, agencies and other parties involved their care in order to deliver the support package.
- To work closely with other colleagues within the service and build strong partnerships with other agencies across health and social care, education, employment, the voluntary and community sector and wider youth service provision in the city.
- To identify, assess, contribute, maintain, feedback and manage risk.
- To work in a safe manner using a positive risk-taking approach, ensuring the health and safety policies of Mental Health Bristol are implemented and fully adhered to.
- To have up-to-date safeguarding training and ensure that safeguarding policies and procedures are fully adhered to and that a Think Family approach is embedded within working practice.
- To enable delivery of the recovery plan and to enable service users to make informed decisions about their mental wellbeing, maximising their independence and providing advocacy where appropriate.
- To work in a culturally sensitive way with all service users, families and carers, tailoring services to meet their individual needs, challenging stigma and discrimination, advocating for a person if appropriate, and ensuring up-to-date community knowledge.
- To work capably with a range of young people and families/carers across a diversity of cultural, religious, socio-economic, age, sexuality and gender based differences.
- To actively participate in supervision and team meetings both within Off the Record and the locality team.
- To proactively seek advice and support from colleagues and other agencies as relevant.

- To promote and facilitate service user involvement and inclusion within wider structures to ensure a feedback loop is in place.
- To contribute to project work, development initiatives and the implementation of policies and procedures with guidance from Off the Record and the Team Manager.
- To manage a caseload, ensuring up to date and clear record keeping in line with AWP policies and RIO records management system.
- To make best use of supervision, training and staff development. Ensuring up to date and clear record keeping in line with policies.
- To collaborate with other team members to maximise service performance, meet targets and Service Level Agreements and promote effective communication and teamwork.
- To work within a rota system including evenings and weekends as required.
- To contribute to delivery of the Recovery College, promoting college activities and enabling access to Service Users, family and carers. In partnership, to contribute targeted youth activities to the college programme.
- To maintain hope and optimism for the individual with high expectations for recovery.
- To work closely with carers, families and children and other services directly involved within the Service User's Care.

Other

- To work within the spirit and framework of all OTR policies, governance, and delivery philosophy, and to keep up to date with relevant training and professional development, especially in relation to Confidentiality, Vulnerable Adults, and Child Protection and Safeguarding.

PERSON SPECIFICATION

	Essential	Desirable
Education & Training	<ul style="list-style-type: none"> - A good general standard of education and a demonstrable ability to apply learning 	<ul style="list-style-type: none"> - Relevant recognised qualification in field i.e. RMN, Youth Work, Social Work etc.
Experience	<ul style="list-style-type: none"> - A minimum of one year's experience working with people with mental health needs, or people with complex needs. - A minimum of one year's experience working with young people. - Proven experience of working with people with multiple needs (e.g. mental health, homelessness, alcohol/drug dependency long term conditions). - Proven experience of carrying out needs and/or risk assessments and the support planning process. - Experience of working with a number of individuals with competing needs and priorities. 	<ul style="list-style-type: none"> - Proven experience of mental health issues and/or services, either as a user, carer or supporter.
Knowledge	<ul style="list-style-type: none"> - Proven knowledge of support needs of people with mental health needs. - Proven knowledge of equal opportunities issues - Proven knowledge of health and safety issues, especially those relevant to mental health - Proven knowledge of safeguarding policies and procedures relating to adults and children and young people 	<ul style="list-style-type: none"> - Knowledge of welfare benefits - Knowledge of the social care sector - Knowledge of working with people with drug and alcohol, learning disabilities or complex needs
Skills & Abilities	<ul style="list-style-type: none"> - Numeracy and literacy to GCSE level/NVQ 2 or equivalent - IT skills including ability to produce various documents in Word, and use of email and internet. - Ability to record information accurately and in a timely manner. 	
Qualities/ Values	<ul style="list-style-type: none"> - Methodical and thorough. - Self-motivated. - Efficient and pragmatic. - Resilient and able to model good self-care. - Commitment to diversity and equalities work. - Work with a Recovery focused approach - Values led with a personal commitment to equality, diversity, social justice and change. 	
Other	<ul style="list-style-type: none"> - A demonstrable commitment to personal growth and development. - A willingness to work flexibly. - A current full driving license and access to appropriate transport 	

ABOUT US

What We Believe	What We Value	How We Behave
<ul style="list-style-type: none">- All theoretical models are wrong, but all of them are useful	<ul style="list-style-type: none">- Collaboration	<ul style="list-style-type: none">- We're accommodating
<ul style="list-style-type: none">- Relationships are what make the difference	<ul style="list-style-type: none">- Diversity	<ul style="list-style-type: none">- We're integrated
<ul style="list-style-type: none">- Mental health is social and political as well as personal	<ul style="list-style-type: none">- Learning	<ul style="list-style-type: none">- We're thoughtful
<ul style="list-style-type: none">- Social networks are more powerful than individual solutions	<ul style="list-style-type: none">- Sharing	<ul style="list-style-type: none">- We're supportive
<ul style="list-style-type: none">- Building on strengths and capabilities is more sustainable than meeting needs and vulnerabilities	<ul style="list-style-type: none">- Participation	<ul style="list-style-type: none">- We're open
<ul style="list-style-type: none">- Participatory services are more effective than transactional ones	<ul style="list-style-type: none">- Self-efficacy	<ul style="list-style-type: none">- We're resourceful
<ul style="list-style-type: none">- Our work is a vocation	<ul style="list-style-type: none">- Self-care	<ul style="list-style-type: none">- We're resilient
	<ul style="list-style-type: none">- Transparency	<ul style="list-style-type: none">- We're communicative
	<ul style="list-style-type: none">- Agency	<ul style="list-style-type: none">- We're independent
	<ul style="list-style-type: none">- Creativity	<ul style="list-style-type: none">- We're imaginative
	<ul style="list-style-type: none">- Social Action	<ul style="list-style-type: none">- We're motivated
	<ul style="list-style-type: none">- Pragmatism	<ul style="list-style-type: none">- We're adaptable