

**Job Description and Person Specification**

**Young Minds Project worker**

**Job Title:** Young Minds Project worker

**Grade:** NJC SCP 14 which is currently £27,346 per annum inclusive of Outer London Weighting

**Hours:** Full-time, 37.5 hrs per week

**Accountable to** Deputy CEO

**Supervised By:** Operations Director

**Location:** Redbridge

**Contract Term:** 12 months

**Closing Date:**  5pm, Tuesday 23rd May 2023

**About Us**

We are a local, registered charity affiliated to national Mind. The organisation supports those with mental health issues in Tower Hamlets, Newham and Redbridge towards recovery and leading a better life.

We work with communities from diverse backgrounds and continually invest in building an inclusive organisational culture with diverse leaders through active Listening, Learning and Leading. Over the last 18 months we have explored racism and the impact that this has had on the lives of our clients and staff. This has resulted in the development of our strategic objective towards becoming an anti-racist organisation (ARO).

**Background**

Over the last 12 months we Mind in Tower Hamlets, Newham and Redbridge supported 1,184 young people aged 11-25 to improve their mental health and wellbeing through offering emotional, practical and peer support and to be an advocate for communities to influence how mental health services are designed and delivered.

The Young Minds service is an exciting new programme which aims to deliver mental health support to young people across Redbridge diverse communities. The service will aim to understand the barriers facing young people attempting to access mental health services, as well as the mental health challenges that young people face in managing their wellbeing and will work with young people to develop interventions which will respond to their needs.

We will provide a voice for young people through our young Minds youth council – Young voices to help influence the wider mental health system across NEL. We will provide workshops focusing on key mental health challenges that our young people talk about, as well as providing peer support group facilitation to ensure that young people have an opportunity to use the tools learnt to manage their mental health and wellbeing.

**The purpose of this role**

To undertake a listening campaign to understand the needs of mental health and wellbeing young people, to support the co-design and delivery of the programme.

To deliver quarterly 12- week programme of aimed to improve the psychological wellbeing of young people by building resilience, challenging stigma, and promoting wellbeing.

To establish a youth council for young people within Redbridge to enable them to influence key stakeholders about what they want and need from mental health services within the borough.

To provide information, signposting, and support as interventions to young people accessing the programme with the aim of contributing to the improvement of their psychological wellbeing

To support young people accessing the programme to engage in MIND Tower Hamlets, Newham and Redbridge Peer leaders training and support the set-up of young people peer groups across the borough to support wellbeing.

**Service Objectives**

The objectives of the Young Minds Project Worker are:

* To reduce inequality of access to young people’s mental health support
* To engage with young people from diverse communities to support the co design and delivery of the service.
* To deliver workshops to young people to improve psychological wellbeing.
* To reduce stigma around mental ill health for young people
* To contribute to an improvement in young people mental wellbeing.
* To contribute to the effective delivery of the service in partnership with all stakeholders.

**Key Role and Responsibilities**

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| 1. To engage with young people from diverse communities to support the co design and delivery of the service.
2. To deliver workshops to improve the psychological wellbeing of young people by building resilience, challenging stigma, and promoting wellbeing.
3. To establish a youth council for young people within Redbridge to enable them to influence key stakeholders about what they want and need from mental health services within the borough.
4. To provide information, signposting, and support as interventions to young people accessing the programme with the aim of contributing to the improvement of their psychological wellbeing
5. To support young people accessing the programme to engage in Mind in Tower Hamlets, Newham and Redbridge Peer leaders training and support the set-up of young people peer groups across the borough to support wellbeing.
6. To ensure Safeguarding concerns are responded to appropriately in line with Safeguarding Policies.
7. Keep up to date with best practice and contribute to the continuous improvement of the service and work with your line manager to assist in monitoring the quality of the service and the outcomes achieved.
8. To ensure the project delivers a service to clients that provide a hopeful environment and promotes wellbeing.
9. To recognise, challenge and be responsive to stigma and discrimination of all kinds.
10. To always represent the organisation in a professional and appropriate manner.
11. To work creatively, looking at new possibilities, and respond appropriately to the needs and views of both current and potential service users.
12. To follow approved policies and procedures.
13. To share good practice and relationships with everyone you come into contact within your role.
14. Work in a way that acknowledges the personal, social, cultural, and spiritual strengths and needs of the young people.
15. To ensure all duties are carried out in a manner which promotes equality and diversity.
16. To ensure compliance with legal, ethical, regulatory, and social requirements.
17. To manage personal resources and own professional development.
18. To promote a health and safety culture within the workplace, observe all health and safety guidance and procedures as required and where appropriate conduct risk assessments.
19. All information must be maintained within the Data Protection Act and GDPR guideline.

**Duties required of all Employees:**1. Undertake the induction programme as devised 2. Attend and participate in staff meetings, team meetings, appraisals, training, and other meetings as required. 3. Undertake all duties in accordance with Mind in Tower Hamlets Newham’s and Redbridge policies, with reference to the Equal Opportunities and Health and Safety policies to maximise safety of clients and staff.4. Undertaking other duties and accepting special responsibilities to maintain or enhance the services delivered by Mind in Tower Hamlets, Newham and Redbridge 5. To carry out other duties consistent with the post6. To effectively manage any petty cash or financial issues within the finance procedures laid down. |



**Young Mind project Worker**

**Person Specification**

Outlined below are the experience, skills and knowledge required to carry out the tasks in the job description. Please ensure that you use examples to demonstrate that you meet each individual criteria within the application form

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| Qualification |
| 1. | To have attained a minimum Level 2 in Health and Social Care or equivalent | E |
| 2.  | Trained as a Mental Health First Aider | D |
| Experience |
| 4. | Demonstrable and substantial experience of providing support for people with mental ill health in Voluntary or Statutory Settings  | E |
| 5 | Good knowledge and understanding of the diverse population in Redbridge, their needs, complexities, and the inequalities they may experience | D |
| 6. | Experience of setting up and facilitating workshops, Wellbeing groups, or activities  | E |
| 7. | Experience of delivering monitoring and evaluation activities in a group setting | D |
| 8. | Experience working collaboratively with local people, community and statutory organisations  | E |
| Knowledge |
| 10. | An understanding of Mental illness and the impact it can have on young people, carers and their families | E |
| 11. | Knowledge of anti-discriminatory practices and the ability to challenge for change | E |
| 12  | A knowledge of importance of delivering Culturally Competent Services and a commitment to ensuring this is embedded into your practice. | E |
| 13 | An understanding of the barriers to accessing mental health services and the inequalities that young people experience | E |
| 14 | Working knowledge of the principles of co-production, involvement and peer work within mental health services | E |
| 15 | Extensive knowledge of the range of services, support and community assets in Redbridge  | D |
| Abilities and skills |
| 16. | Excellent written and verbal skills with the ability to communicate with others  | E |
| 17. | Excellent interpersonal skills, with the ability to listen, influence and inspire | E |
| 18. | Ability to work on own initiative and demonstrate the ability to organise own workload and set priorities | E |
| 19. | Ability to speak a second language (Bengali, Somali, Ukrainian etc.) | D |
| 20. | To be open to learning and find creative solutions | E |
| 21. | Excellent IT skills, including Microsoft Office and Database entry | E |
| Personal Circumstance/Attributes |
| 22. | Personal resilience and flexible attitude in the face of difficulties | E |
| 24. | Commitment to personal development and willingness to regularly update skills and experience | E |
| 25. | A commitment to Equity, Equality and Diversity | E |
| 26 | Willingness to adhere to MindTHNR mission and values. | E |