



## Job Description

### Mentor

<b>Hours per week:</b>	<b>5</b>
<b>Contract type:</b>	<b>Permanent in line with funding</b>
<b>Location:</b>	<b>Multiple Risk Team</b>
<b>Reports to:</b>	<b>Team Manager</b>
<b>Line Management Responsibility:</b>	<b>No</b>
<b>Financial Accountability:</b>	<b>Low</b>

### Job Summary

The Youth Health Service in Glasgow provides a holistic service to young people (aged approximately 12-19) through both clinical and social supports provided by a multidisciplinary team including nurses, GPs, Counsellors, Multiple Risk workers and youth workers.

The multiple risk service runs in the evenings, 4 nights a week Monday to Thursday in 9 venues across the city. Young people come into the venue in a planned way to receive support. Outreach is also part of the Multiple Risk Service but at this time we are only requiring additional staff to deliver support in the venues in the evening.

The service and support provided is to work with young people to reduce their risk taking behaviours. The focus of the support to young people will be delivered through the use of 'A Better Life' and we will measure progress through the use of the 'Well Being Web' and some additional resources where appropriate.

### Key Responsibilities

The key responsibilities of the Mentor include, but are not limited to:

Our approach will include a combination of 4 different elements:

- Knowledge base – potential risk taking behaviours including alcohol, drugs, tobacco, gambling, sex, online activities and antisocial behaviours. Links should also be made to the children and young person's mental health and wellbeing strategy and the existing NHS sexual health programme delivered in schools.
- Social competence – coping, decision making and resistance training.



- Social influence – social norms, peer, family and media influences.
- Resilience building – asset building approaches and protective factors.

The outcomes for the service that we are working towards achieving are;

- Reduction in the use of tobacco/alcohol/drugs
- Reduction in offending behaviour
- Increased knowledge of risk associated with risk behaviours and lifestyle, including safe sexual activity
- Reduction in the range of harms
- Reduction in antisocial associations and behaviours
- Reduction in reoffending rates
- Improved engagement in their communities

### **Service Structure**

There are 9 venues across the city and each venue runs a session once a week between 6pm and 9.30pm. There is capacity to see 3 young people in each session and it is anticipated a young person will receive the support for approximately 12 weeks. The locations and nights they operate on are outlined below.



## Person Specification

Category	Essential Job Requirements	Desirable Job Requirements	Method of Assessment
<b>Technical Skills, Knowledge, and Experience</b>	<ul style="list-style-type: none"> <li>• A reasonable understanding of social exclusion and the importance within the context of the organisation.</li> <li>• Able to provide a scaffold of support to young people by building mutually trusting, professional, open and non-judgemental relationships</li> <li>• Able to deliver the intensive support services to the young people whilst adhering to the quality assurance standards, policies and procedures of includem.</li> <li>• Demonstrate values of inclusiveness, stickability and service improvement in all areas of mentor activity.</li> <li>• Can work cohesively as a team to provide the best possible support to young people.</li> <li>• Ability to build trusting relationships with young people, their families and other professional partners.</li> <li>• An ability to provide different perspective and act as an influence role model to young people.</li> <li>• To assist in improving the service provided to young people.</li> <li>• To demonstrate and understanding of the includem phase 'stickability' and the reasons why this is important.</li> <li>• Ability to work Tuesday evenings and being available for additional evenings as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of Children and Families legislation, accommodation and support services.</li> </ul>	<p>Application process</p> <p>Group stage interview</p> <p>Individual interview</p>



	<ul style="list-style-type: none"> <li>• Good verbal communication to be able to influence and negotiate with young people and build strong relationships with colleagues.</li> <li>• Able to provide written records of contact visits which accurately reflect what took place and how this relates to the objectives of the contact.</li> </ul>		
<b>Education / Qualifications</b>	<ul style="list-style-type: none"> <li>• Willingness to work towards qualifications</li> </ul>	<ul style="list-style-type: none"> <li>• SVQ 2 &amp; 3 in social care</li> </ul>	Application process  Group stage interview  Individual interview
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>• Ability to travel to visit other includem offices and key stakeholders premises on occasion, for training and other meetings.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	Application process  Group stage interview  Individual interview

### **Acknowledgement:**

This job description is an overview of the duties, responsibilities, and requirements of the position. You may be required to perform other duties throughout your employment at the reasonable request of your line manager.

I acknowledge that I have read and understood the job requirements, responsibilities, and expectations outlined in the job description.

Employee Name		Employee Signature		Date	
---------------	--	--------------------	--	------	--



Line Manager Name		Line Manager Signature		Date	
-------------------	--	------------------------	--	------	--