



Job Description

Community Wellbeing Support Worker

Hours per week: 37

Contract type: Permanent in the line with funding

Location: Fife

Reports to: Keeping Connected Team Manager

Line Management Responsibility: No

Financial Accountability: Low

Job Summary

To deliver 1-1 mentoring support to young people across the seven localities of Fife to support positive mental health and wellbeing. The role will involve the delivery of relationship-based support to young people in the community. It will take a whole family approach and include elements of group and community work and a strong partnership approach with other agencies in the area.

The Community Wellbeing Support Worker will be responsible for the work with young people and their families using a goal setting approach to develop an action plan. You will work with young people in their communities, see them as frequently as their need requires in a variety of settings most comfortable for them including their homes, appropriate community spaces or through the use of online spaces. This will involve evening and weekend working on a planned basis.

Key Responsibilities

You will be responsible for responding to individualised needs identified in the developed action plan to achieve positive outcomes and the focus of the planned visits will support this. This will be developed in a collaborative manner via linking in with other services.

The Community Wellbeing Support Worker will demonstrate leadership and ownership over effective service delivery to young people and families.

Service Delivery

- To build relationships and provide positive mentoring support to young people and families using a goal setting approach.



- Identification and recording of support needs in partnership with the young person and their family/carer.
- To work in partnership with existing community resources, organisations and supports to sustain positive change within families and identify appropriate move on strategies.
- Ability to assess and respond appropriately to situations where young people/families may be at risk of harm. This may involve escalation and referral to more appropriate services.
- On a planned basis, respond to the young people and families and generate solutions using professional judgement and decision making which is risk enabled. This may involve escalation and referral to/from more appropriate services.
- Provide the supported engagement of young people and their families with universal and specialist supports, services and activities to improve mental health and emotional wellbeing.
- You will provide a whole family approach for practical, social and emotional support to improve family functioning, wellbeing and parental confidence.

People

- To understand the impact of mental wellbeing and engagement from the young person and families, so that a range of support can be given.
- To understand the individuals wellbeing needs, identify any barriers and provide appropriate support.
- To demonstrate professional resilience when providing support with sensitive or challenging issues.
- To understand and manage emotions, recognise and challenge behaviours,
- Celebrate strengths, aims and engender hope maximizing health and wellbeing outcomes.
- To establish mutually trusting, open and non-judgemental relationship with young people and their families.
- Work with CAMHS Early Intervention Team and Our Mind Matters Pupil Support Team to identify CYP who require additional support for wellbeing.
- To develop strong partnerships with the wider stakeholders to support the delivery of includem services.

Influence

- To help young people share what it is they need to better support their own mental health and wellbeing.



- Promote shared learning and contribute to continuous service, design and development.
- To role model appropriate responses and convey a positive attitude towards day-to-day activities.
- Establish and maintain high quality relationships with referrers and partner agencies to ensure the right young people get the right help at the right time and that their progress is recognised.
- Identification of service gaps in the area and using strategies to influence community planning.
- Promote the project within the area to ensure the service is used to full capacity.
- Demonstrate understanding of your impact on people and how they might see you.

Resources

- As a lead worker participate in planning and deployment to ensure time is used effectively to meet the needs of young people and families 24/7, 365 days per year, with the support of includem's helpline.
- To record the required information that will evidence progress against project outcomes and the ongoing evaluation process.
- To maintain and produce accurate and timely records and reports.
- To ensure support is delivered in line with includem's Policies Procedures, SSSC Codes of Practice & National Guidelines.

Quality Assurance

- To be accountable for the quality of your work and be able to evidence this work effectively.
- To actively participate in formal supervision and continuous professional development.
- To generate creative and new solutions to issues faced by young people and families.



Person Specification

Category	Essential Job Requirements	Desirable Job Requirements	Method of Assessment
Technical Skills, Knowledge, and Experience	<ul style="list-style-type: none"> • Experience of effectively engaging vulnerable young people and families who are likely to have faced challenging life circumstances, and supporting them to achieve positive change. • Experience of developing and maintaining effective partnership relationships across the organisational sectors. • Ability to recognise situations in which people are in crisis or at risk and able to use a strengths based approach to deliver appropriate interventions. • Demonstrate an awareness and ability to respond appropriately to the impact of childhood trauma and adverse experiences on young people and families behaviour, coping mechanisms and functioning. • Ability to respond flexibly to changing 	<ul style="list-style-type: none"> • 	<p>Application process</p> <p>Group stage interview</p> <p>Individual interview</p>



	<p>situations led by the needs of young people and families.</p> <ul style="list-style-type: none">• Excellent organisational and planning skills.• Effective team player who is also confident working independently.• Self-motivated and flexible.• Ability to provide emotional, practical and social support to young people and families.• Excellent communication skills, both written and verbal.• Ability to routinely evidence practice, particularly for evaluation purposes.• Reliability and commitment to deliver the relationship-based model of intervention.• Experience of effectively engaging vulnerable young people and families who are likely to have faced challenging life circumstances, and supporting them to achieve positive change.• Experience of developing and maintaining		
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	<p>effective partnership relationships across the organisational sectors.</p> <ul style="list-style-type: none">• Ability to recognise situations in which people are in crisis or at risk and able to use a strengths based approach to deliver appropriate interventions.• Demonstrate an awareness and ability to respond appropriately to the impact of childhood trauma and adverse experiences on young people and families' behaviour, coping mechanisms and functioning.• Ability to respond flexibly to changing situations led by the needs of young people and families.• Excellent organisational and planning skills.• Effective team player who is also confident working independently.• Self-motivated and flexible.• Ability to provide emotional, practical and social support to young people and families.• Excellent communication skills, both written		
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	<p>and verbal.</p> <ul style="list-style-type: none"> • Ability to routinely evidence practice, particularly for evaluation purposes. • Reliability and commitment to deliver the relationship-based model of intervention. 		
Education / Qualifications	<ul style="list-style-type: none"> • Willing to work towards SVQ Level 3/appropriate professional qualifications for SSSC registration. 	<ul style="list-style-type: none"> • SCQF Level 4 within a relevant discipline (recognised by SSSC) 	<p>Application process</p> <p>Group stage interview</p> <p>Individual interview</p>
Other Requirements	<ul style="list-style-type: none"> • Ability to demonstrate, understand apply our organisational values which are clearly aligned to the SSSC Codes of Practice. These are embedded in all roles and applicants must evidence their attitudes/behaviours as part of the application process: • Respect • Collaboration • Participation and Dignity • Empowerment 	<ul style="list-style-type: none"> • Experience in the development, delivery and evaluation of group work 	<p>Application process</p> <p>Group stage interview</p> <p>Individual interview</p>

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	