

DATE: January 2025
POST: Mental Health and Wellbeing Manager Manchester
CONTRACT: Permanent
HOURS: Part time 15 Hours per week
SALARY: £14,952 Per Annum (Pro Rata) Plus Pension and Other Benefits /
£37,380 FTE
HOLIDAY: 26 days plus bank holidays pro rata
RESPONSIBLE TO: Services Directorate

An enhanced DBS check is required as this position will involve directly working with vulnerable young people or adults at risk

BACKGROUND

Depaul UK delivers a wide range of support and housing services for young people and adults at risk of homelessness. We specialise in the provision of services that; prevent homelessness, increase the resilience of those we work with and energise opportunities for employment, education, training and volunteering in the communities we work within. Our organisation reaches from Newcastle to London, Greater Manchester to Sheffield and Kent.

SUMMARY OF JOB

Many of the people Depaul supports are facing mental health and emotional challenges in their lives. The relationship between homelessness and mental health is complex, trauma and mental health issues can precipitate homelessness and becoming homeless can be causal in triggering poor mental health. By empowering clients to achieve positive mental health outcomes our clients increase their ability and agility to become fully autonomous and lead more fulfilling lives. Currently over 37% of people accessing support from Depaul have a diagnosed mental health condition with 60% self-reporting a mental health issue.

Depaul UK believes that the wellbeing of our clients, volunteers and staff is fundamental to the success and sustainability of our work. Supporting people to achieve positive mental health outcomes is very much part of our overall mission.

We are seeking a mental health and wellbeing manager who can help us promote positive mental health coping strategies and the overall wellbeing of clients through various practices that ultimately empower people to take control of their own mental health and wellbeing.

The post holder will take the lead on developing creative and innovative initiatives that contribute to positive mental health outcomes and personal wellbeing in every aspect of our work. These initiatives will be based on our Endeavour principle of co-production where we will take an asset-based approach focussing on what is strong in our people and the spaces and communities we operate in.

Our objectives in this work will focus on the following:

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- **Depaul spaces and environments:** To create and maintain Psychologically Informed Environments (PIE) that promote positive mental health outcomes and the wellbeing of everyone accessing those spaces.

- **Training and awareness:** To support everyone to enhance their knowledge, awareness and skills about mental health and wellbeing issues. We will prevent discrimination and work to reduce stigma for clients, volunteers and staff
- **Acceptance Commitment Therapy (ACT) and Trauma Informed Practice (TIP)** to best support our clients and staff to maintain positive mental health and wellbeing outcomes, we use person-centred, evidence-based psychological frameworks to inform our work and activity. This, we believe, gives us a common language and shared perspective on how to best support ourselves, our clients, and each other, towards optimal mental health and wellbeing.
- **Collaborating with others:** To develop and sustain strong cooperative links with specialist providers in the community, so that timely access to specialist support can be both increased and improved.

KEY DELIVERABLES

1. SERVICE DELIVERY

- In conjunction with other stakeholders, including the national Depaul mental health steering group, ensure Depaul policies, procedures, information and literature relating to mental health and wellbeing is relevant, up to date and accessible
- Develop relevant structures and processes that support front line staff in dealing with Depaul clients with poor mental health including supporting staff to better navigate statutory mental health services and provide greater advocacy for those facing crisis
- Advise project workers and help build capacity in those staff and volunteers supporting clients in improving and maintaining positive wellbeing
- Develop a suite of wellbeing resources including workshop and activities for staff, volunteers and young people to attend and benefit from
- Delivering client workshops as a way to support improved mental health/outcomes for clients
- Incorporating/delivering reflective practice training across projects
- Provide reports as required for funders and management
- Consult with HR and other relevant stakeholders to implement an effective mental health and wellbeing training scheme for staff, volunteers and clients
- Promote engagement in training including in house training developed and delivered by you and external training alike
- Be responsible for controlling expenditure within areas of responsibility of the budget
- Maintain financial systems to record information for budget monitoring purpose
- Ensure lone working, safeguarding and quality assurance measures are followed and managed appropriately, reporting any relevant issues in accordance with project procedures in a timely manner

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- Build local partnerships with statutory and community mental health and wellbeing organisations and services that lead to greater outcomes for our clients
- This is primarily a strategic role. You will be part of a national Mental Health Wellbeing team. (Standardising delivery across UK- vision)
- Comply with Data protection legislations and Depaul UK policy in regard to the storage and sharing of personal data of staff, volunteers and young people
- Undertake further duties as commensurate to the role, in line with Depaul Policies and Procedures and as identified by your line manager

What we are looking for from you – Person Specification

When completing your application form please address all the points set out below.

- Experience and demonstrable understanding of challenges faced by people facing homelessness, and in particular of issues facing people with mental health challenges
- Experience of supporting people facing a broad range of complex mental health and wellbeing issues in particular advising on crisis response and action needed
- Understanding and knowledge of government mental health policy, direction and strategic development
- Knowledge of relevant networks in both statutory and community settings
- Develop strategies, structures and processes that empower clients with poor mental health on how to _better navigate statutory mental health services and provide greater advocacy for those facing crisis
- Extensive knowledge of Safeguarding practices and processes
- Training and workshop development and facilitation skills and knowledge of deliverable training such as: Trauma Informed practice, ASIST, Wellness Recovery Action Planning (WRAP) and Acceptance Commitment Therapy (ACT)
- Degree qualified in relevant field (e.g. psychology, counselling, psychotherapy, social work) or hold relevant experience from other work.
- Experience of building and managing relationships with partner organisations
- Experience of managing budgets and reporting on funding or contract requirements
- Proven track record in developing new programmes, processes and procedures
- Ability to work to own initiative and as part of a team
- Ability to travel around the region to Depaul UK services, external meetings, training venues etc. and occasional national travel
- Commitment to working in a manner, which promotes diversity and equality ensuring that everyone is treated with respect and dignity and no one, suffers from discrimination.
- High level understanding of professional boundaries and ability to maintain boundaries
- Ability to effectively reflect on own practices for ongoing learning and development
- Respect for the values and ethos of Depaul and its founding partners.

What we will do to support you in this role

Will provide the following resources to assist in the successful achievement of the responsibilities outlined above:

- A full induction and training to enhance the ‘hard’ and ‘soft’ skills required’
- Training in the Depaul Endeavour model

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- Continuous support and supervision including reflective practice to develop your learning and skills as a practitioner.

Vincentian Values

The Depaul Group began in the UK in 1989 at the initiative of the late Cardinal Basil Hume, as a response to the needs of the growing numbers of homeless people on the streets of London.

Vincentian values are at the heart of what we do, they focus on:

- A commitment to rights and responsibilities
- A focus on putting our words into action
- Taking a wider role in civil society
- A belief in the potential of people

You can read more about St Vincent Depaul, Depaul UK and Depaul International on our website.

THE DISCLOSURE & BARRING SERVICE – DISCLOSURE

Depaul UK aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Depaul UK welcomes applications from diverse candidates. Criminal records will be taken into account for requirement purposes only when the conviction is relevant.

As Depaul UK meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013 1198'. All applicants who are offered employment will be subject to a criminal record check from the Disclosure & Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions.