

Job Details

Job Title: Wellbeing Practitioner
Hours: 35 hours per week (*Weekend and bank holiday working may be required*)
Salary: £27,000 (*FTE per annum*)
Location: Alexandra Wellbeing House, Gloucestershire (GL1)
Reports to: Service Manager

Job Purpose

Join our team at Alexandra Wellbeing House, where we're committed to revolutionising mental health care in partnership with Gloucestershire Health and Care NHS Foundation Trust. If you're passionate about making a meaningful difference in the lives of individuals experiencing acute emotional distress, we invite you to explore the exciting opportunity of becoming a Wellbeing Practitioner.

What You'll Do:

- **Collaborative Pathway Development:** Partner with NHS Crisis Resolution Home Treatment Teams to deliver operational pathways that guide service delivery, ensuring seamless transitions within the service.
- **Empowerment and Support:** Serve as a beacon of empowerment and support for individuals accessing our service, providing personalised non-clinical wellbeing support and safety plans tailored to their unique circumstances.
- **Compassionate Guidance:** Offer compassionate guidance and assistance to those navigating acute emotional distress, offering integrated solutions that prioritise their wellbeing and autonomy.

Why Join Us:

- **Innovative Approach:** Be part of a pioneering team delivering the Alexandra Wellbeing House Service for people experiencing acute emotional distress.
- **Personalised Support:** As a Wellbeing Practitioner, you'll have the opportunity to provide personalised support and safety plans, making a meaningful impact on the lives of those accessing our service.
- **Guidance and Support:** Work closely with our experienced leadership and management team, receiving guidance and support to excel in your role and contribute to the success of our service.

Key Responsibilities

1. **Delivery of Wellbeing House Service:** Deliver the Wellbeing House service to individuals accessing the service, guided by the Leadership and Management Team, ensuring adherence to established protocols and standards.
2. **Collaborative Partnership:** Work in partnership with Crisis Resolution Home Treatment Teams within the NHS and counselling services within S&G Mind to develop and implement referral, assessment, and outcome pathways within specified timeframes for people experiencing acute emotional distress and/or self-harm and self-injury.
3. **Person-Centered Support Provision:** Provide person-centered support to individuals accessing the service, conducting assessments to identify strengths, co-producing clear and achievable goals, and implementing safety planning strategies to promote well-being.
4. **Health and Safety Maintenance:** Take responsibility for maintaining health and safety standards within the Wellbeing House, including cleaning and upkeep to ensure a safe and welcoming environment for people accessing our service.
5. **Promotion and Networking:** Actively promote the Alexandra Wellbeing House service by engaging with external stakeholders, raising awareness of the service, and strengthening existing relationships to ensure broader community engagement and support.
6. **Facilitation of Therapeutic Groups:** Set up and lead groups aimed at improving mental health and well-being within Alexandra Wellbeing House, fostering a supportive environment for individuals to share experiences, learn coping skills, and build resilience.
7. **ICT Systems Management:** Utilise ICT systems appropriately and ensure adherence to high internal standards of data recording, in accordance with organisational policies and procedures, to maintain accurate and up-to-date records.
8. **Creating a Welcoming Environment:** Participate in fostering a welcoming, friendly, and empowering atmosphere within the service, ensuring that individuals accessing the service feel valued, respected, and supported throughout their interactions.

General Responsibilities

The following are applicable to all employees and posts:

- 1. Guardian of Confidentiality:** Safeguard the privacy and trust of individuals by maintaining meticulous, accurate records and adhering to data protection procedures.
- 2. Collaborative Data Excellence:** Work harmoniously with colleagues to ensure that our internal systems run smoothly, from record-keeping to GDPR compliance, enabling us to operate seamlessly and securely.
- 3. Data Mastery and Reporting:** Fulfil general administrative duties, skilfully collecting, monitoring, and reporting data outcomes. Ensure our ICT systems and data recording practices align with the organisation's policies and procedures.
- 4. Safe and Sound:** Ensure strict compliance with legal and health and safety regulations, guaranteeing the well-being of our team and the people we serve, in accordance with our health and safety policy.
- 5. Championing Our Cause:** Establish connections with relevant statutory and third-sector organisations, extending our reach and promoting our services to high-risk groups. Be a vital link in building relationships and expanding our service offering.
- 6. Be the Voice of Policy and Procedure:** Stay up to date with legislation, national and local policies, and ensure that your work aligns with the organisation's policies and procedures, current legislation, and quality standards.
- 7. Lifelong Learning and Positive Culture:**
Contribute to a team that thrives on positivity, dynamism, and a can-do attitude, making our organisation a remarkable place to grow and contribute.
- 8. Effective Communication and Awareness:** Attend and actively participate in regular team meetings, ensuring that our collective communication is strong, and awareness of our progress and development is maintained.
- 9. Continuous Professional Growth:** Be proactive in your professional development. Attend and engage in staff meetings, supervision, appraisal sessions, and training opportunities as agreed upon with your line manager.
- 10. Collaborative Leadership:** Work closely with the Management and Senior Leadership Team (SLT) to steer our organisation toward success.
- 11. Advocate for Wellbeing:** Promote the 5 Ways to Wellbeing Model as an integral part of our support offer, contributing to the holistic well-being of those we serve.

Join our team and become an essential part of our mission, contributing to the well-being of our community while enjoying a supportive, dynamic, and growth-focused environment. Your work will make a tangible difference in the lives of those we serve.

Person Specification

Our duty to quality means we need a workforce that have the mandatory skills, knowledge and attitudes, in which we can continuously adapt to improve service delivery to meet the challenges and changes faced.

**Essential (E) or Desirable (D)*

1. Experience:

- Previous experience within a mental health service, providing support to individuals navigating a spectrum of mental health and wellbeing issues (E).

2. Skills and Abilities:

- Comprehensive understanding of diverse skills, interventions, and management strategies related to well-being and person-centered support, including coaching, evidence-based practices, signposting, and solution-focused approaches (E).
- Strong active listening skills and proficient verbal communication abilities to engage effectively with people accessing the service, carers, colleagues, and external organisations, both in-person and over the phone (E).
- Proficiency in written communication, with the capability to compose, review, and analyse various forms of correspondence, reports, records, and quantitative/qualitative data (E).

3. Knowledge

- Sound grasp of recovery principles and the pivotal role of mental health services within the context of Gloucestershire (E).

4. Education/Qualifications:

- GCSE/O Levels education (9-4/A*-C) in Maths & English or equivalent literacy and numeracy skills. (E).
- Degree or Diploma in a relevant health and social care field, such as psychology. (D).
- Accredited qualification with the appropriate healthcare professional body (e.g., Health and Care Professions Council, Nursing & Midwifery Council). (D).
- Accredited qualification with a professional body for coaching, leadership, and/or management training (e.g., Chartered Management Institute). (D).

5. Attitudes:

- Willingness to support other areas of work and undertake additional duties within Swindon & Gloucestershire Mind as required. (E).
- Confidence and a willingness to actively participate in team-building activities to foster collaboration across Gloucestershire (E).
- Dedication to promoting the participation and co-production of individuals accessing Alexandra Wellbeing House in decision-making processes (E).
- Readiness to support various work areas and undertake additional responsibilities at Swindon & Gloucestershire Mind as required (E).

6. Positive Attitudes:

- Commitment to diversity, equality, and opportunity (E).
- Commitment to involving people in accessing our services in decision-making (E).
- Commitment to personal development and training (E).
- Commitment to the organisation's purpose, vision, mission, and values (E).

7. General:

- Ability to travel to various venues across Swindon and Gloucestershire. (E).
- Flexibility to work scheduling and responsibilities (E).

Organisational Values

Swindon and Gloucestershire Mind have a set of values, vision and mission all of which feeds into the organisation's behavioural framework.

Our Values:

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Our Vision:

Creating services where people are recognised, valued and supported.

Our Mission:

Provide advice and support to empower anyone experiencing a mental health problem.

We are seeking someone who will lead by example, demonstrating the organisation's behavioural framework:

- Trust and Respect
- Communication
- Responsibility
- Collaboration
- Excellence
- Leadership

Training and Support

1. Investing in Your Future:

We believe that your growth is our growth. Our commitment to training and development is an essential investment in your future and our organisation's success. Well-planned and expertly delivered training enhances efficiency and effectiveness, benefiting both you and the services we provide.

2. Generous Annual Leave:

Enjoy a healthy work-life balance with 25 days of annual leave, plus an additional 8 days of bank holiday entitlement (pro rata for part-time staff). Your time to rest and recharge is important to us.

3. Embracing Flexibility:

We understand that one size doesn't fit all. We offer flexible working arrangements, which may involve a mix of office-based, community outreach, remote work, and adjustable shifts as needed. Your preferences matter.

4. Personalised Support and Growth:

Benefit from personalised group and individual supervision, including regular debrief meetings with your line manager. Our flexible approach ensures you have the support you need to thrive in your role, with online or alternating venue options between Swindon and Gloucestershire.

5. Comprehensive Induction:

You'll receive a comprehensive induction tailored to your job role and working environment. This includes a specific training program that aligns with your role and service area, ensuring a smooth and informed transition into your new position.

6. Lifelong Learning and Accreditation:

We're dedicated to your professional development. You'll have access to ongoing learning opportunities, including accredited Continuous Professional Development (CPD) training and recognised mental health courses. Your skills will continue to grow throughout your career with us.

7. Secure Your Future:

Plan for a secure future with our portable pension scheme provided by Aviva. We're committed to helping you build financial stability and peace of mind.

8. Make a Meaningful Impact:

Join us and make a real difference in your local community. Collaborate closely with our external partners to shape our organisation, contribute to our policies, strategies, and future development. Your work will directly impact those who are struggling with their mental health and well-being.

At S&G Mind, training and development are more than just words. They're a commitment to your growth, well-being, and the opportunity to contribute meaningfully to our community. Join us and be part of a team that cares about your success as much as its own.

Further Information

These duties are intended to be a guide to the post* and should not be considered exhaustive. The role is subject to review, depending on the needs of Swindon and Gloucestershire Mind. The post holder will be encouraged to participate in any such review.

**Hours may change depending on the need i.e., covering absence, annual leave and sickness and will be reviewed regularly during supervision.*

Conditions of Employment

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check and references.

To apply, please check our website:
<https://www.sgmind.org.uk/vacancies/>

For any enquiries or questions, please email:
recruitment@sgmind.org.uk