



# Youth and Wellbeing Practitioner/Assistant Psychologist Recruitment Pack

## August 2024

### Welcome

Thank you very much for your interest in working with us at MAC-UK. This is an exciting time for our organisation: we are sustaining our existing partnership projects and starting new partnerships, the staff team are co-producing with young people and partners, and we are continuing to push for innovative routes to employment and leadership roles for people with lived experience of the challenges faced by the excluded young people that our projects and partners work with.

Please do get in touch if you'd like any more information about the role, or for support with your application.

I look forward to hearing from you soon,

Naomi Adesanya  
HR & Operations Manager

# About MAC-UK

MAC-UK's founding vision was, and remains, to radically transform mental health services for excluded young people.

MAC-UK's mission is to better share resources and decision-making with young people most affected by inequality. We will influence and agitate for government, business and civil society to acknowledge and demonstrate bravery in radical new solutions to reconfigure the social, political and economic deal between citizens.

How we achieve this in practice is through the best of youth work and psychology, collaborating with young people every step of the way.

## Our Values

We are addressing the systems that perpetuate the health, social and economic inequalities experienced by excluded groups. Our values make this possible:

### **Value lived experience**

Young people are experts in their own lives and their lived experience holds the value and solutions that public services need.

### **Do with, not to**

designing and delivering services together with other agencies and communities to provide support with, rather than to or for, young people and their communities is a better way to achieve outcomes.

### **Build relationships**

relationships transform lives because it allows us to understand each other's worlds, so we are putting relationships back into the science of health and social care.

# Job Description

**Job Title:** Youth and Wellbeing Practitioner/Assistant Psychologist

**Contract length:** 12 months fixed term contract (with potential to extend)

**Salary:** MAC6 24-28, £30,616 - £34,403 (dependent on experience)

**Hours:** 37.5 hours per week incl. weekends (shifts are currently 8am - 4pm or 2pm -10pm)

**Start date:** As soon as possible

**Location:** Havering, London with occasional travel to Brent and MAC-UK office in Central London

You will be a Youth and Wellbeing Practitioner/Assistant Psychologist who is passionate about supporting MAC-UK's objective of working collaboratively with young people, innovating services and systems and their approach to mental health, to address health and social inequalities. We aim to support services to be more accessible, flexible and responsive to excluded groups, and to change the systems that lead to and maintain inequality. This role is ideal for someone who is looking to develop their skills in youth and community work and/or working towards a qualification (degree equivalent) in Youth Work, Social Work, Therapeutic Practice, Clinical/Educational/Forensic/Counselling Psychology.

We are very excited to be part of a pilot service, new in England working as part of a consortium of four organisations, alongside Lambeth Council. This will be a residential support service for young people aged 16-24 years at risk of serious youth violence, who are already caught up in the criminal justice system and at high risk of remaining part of the system.

You will be working in one of three London properties alongside a large multi-agency staff team made up of experts by experience/profession in psychology and therapy; youth work; offending; education, training, and employment (ETE) and housing. The service will work creatively and holistically to enable young people to exit environments involving youth violence, identify and reach their goals and aspirations, move on successfully to appropriate independent living, and importantly to sustain this life. Wherever possible staff and young people will co-produce what this service looks like and what activities the young people engage in. This is a great opportunity if you are interested in therapeutic practice, and developing or using your therapeutic skills alongside the area of social action.

**\*Please note, if you are applying as an Assistant Psychologist, you must have an undergraduate degree in psychology as per the British Psychology Society guidelines.**

# Responsibilities

## Main responsibilities

- Working with young people at risk of youth violence in residential settings
- You will deliver one-to one and group support opportunities within young people living in the accommodation and in the local community
- You will proactively partner with consortium colleagues, Lambeth and local agencies including statutory teams, to support the wellbeing of young people in accordance with data protection and information sharing protocols.
- You will participate in a rota which may include unsocial hours and weekend working.
- Demonstrate the multiple levels at which co-production can meaningfully take place and have an impact on individuals, communities, organisations and service design
- Support the design and delivery of dissemination to embed MAC-UK principles in new contexts
- Contribute to the planning and implementation of service monitoring and evaluation for robust reporting of social impact
- Influence practitioners and services to adopt coproduction, psychologically-informed ways of working and MAC-UK's INTEGRATE model
- Support staff within services through capacity building, consulting and workshops, enabling staff to adopt a more reflective approach to their work

## Clinical

- Ensure that all staff adhere to relevant MAC-UK or partner agency procedures and policies including dealing with ethics, gaining young person consent, maintaining confidentiality and child protection/safeguarding
- Provide clinical supervision to clinical and/or non-clinical staff and ensure appropriate CPD planning and development / growth opportunities
- Maintain up to date knowledge of legislation, national and local policies and issues in relation to both the specific client group and mental health.
- Contribute to the development and articulation of best practice in mental health provision across the service, by taking part in regular professional supervision and appraisal and maintaining an active engagement with current developments in the field of mental health and related disciplines

## Service development and Quality Assurance

- Ensure the implementation of MAC-UK's principles and values across all projects through the use of an appropriate MAC-UK Quality Assurance Framework
- Ensure the provision of youth participatory, high quality clinical care, ensuring that young people are involved & employed in the design and delivery of services intended for them
- Support and encourage young people to feedback on their experience of services to a number of appropriate and targeted audiences (internal and external)
- Promote sharing of emerging learning and practice across MAC-UK by enabling a culture and system for 'thinking together' within and beyond teams

## Other

- From time to time ad hoc requests to support the organisation in keeping with your experience and time availability

### 1. Personal and professional development

- To attend regular clinical supervision, line management, project and organisational meetings as required
- To attend mandatory training sessions and any other training as identified by professional development plan
- If you are employed in an area of work which requires membership of a professional body in order

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to practise (e.g. Nursing & Midwifery Council for nurses), it is a condition precedent of your employment to maintain membership of such a professional body. It is also your responsibility to comply with the relevant body's code of practice. Your manager will be able to advise you on which, if any, professional body of which you must be a member.

## **2. Additional responsibilities**

As a professional person, the post holder will abide by the legal requirements and statutory rules relating to practice, maintaining the confidentiality of children, young people and their families/carers at all times. The post holder will maintain standards of conduct to sustain public confidence, in accordance with the relevant Codes of Professional Conduct and policies, including Terms and Conditions of Employment and records of periodic registration.

## **3. Confidentiality**

All information concerning young people and staff must be treated as strictly confidential at all times.

## **4. DBS Check**

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service to check for any previous criminal convictions.

## **5. Valuing diversity**

It is the aim of MAC-UK to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, sexual orientation, gender including Non-Binary and Transgender identities, pregnancy, marital/partnership status, race, religion, age, creed, colour, class, ethnic origin, disability, mental and physical health, part time working status maternity/paternity, and real or suspected HIV/AIDS status and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable.

MAC-UK adheres to the Equalities Act 2010 however we have added to and amended the language in the list. We also recognise that this is not an exhaustive list and as a learning organisation this list will grow and evolve and we invite the contributions of staff to this.

## **6. Health and Safety**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

## **7. Risk management**

All MAC-UK employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the risk management strategy and emergency procedures and attendance at training as required.

All staff have a responsibility to manage risk within their sphere of responsibility. It is a statutory duty to take reasonable care of their own safety and the safety of others who may be affected by acts or omissions.

## **8. Review of this job description**

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on an annual basis.

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**Person Specification** (Please note: E - essential; D – desirable)

**Education, qualifications and training**

Evidence of a qualification or working towards qualifying as a: Youth Worker, Youth and Community Worker, Advice and Guidance Worker, Peer Mentor, Family Practitioner, Social Worker, Creative Arts Therapist, Family Therapist, Community Psychologist, Occupational Therapist, Educational Psychologist, Teaching or Educational Professional	D
Evidence of active membership with the following or a similar & appropriately related professional body: HCPC /BPC /UKCP /UKPHR /ACP /BACBP /MHAN /FDAP/NCAC /NMC /GDP /IACP /QTS /PGCE	D
<b>Knowledge and Experience</b>	
At least two years experience of working in settings that support people with mental health and wellbeing	E
Experience of consulting, training and influencing others to adapt their practice	E
Experience of directly supporting young people with mental health needs either in the statutory or the voluntary sector to improve their outcomes	E
Experience of working with, and critically examining, ideas around mental health and applying these to practice with young people whose circumstances have been complex and left them at risk	E
Experience of partnership working within multi-agency services, so that services work in an integrated way	E
Ability to build relationships across different levels of a system	E
Experience of managing complex risk situations	E
Understanding of the range of issues (individual to systemic) that may impact on the lives of marginalised young people and the ways in which they might experience social exclusion and discrimination	E
Experience of working with young people from minority communities & supporting them with culturally relevant interventions	E
Experience of working within multi-agency services	E
Knowledge and/or experience of working in residential care or support settings	D
Knowledge and/or experience of risk assessment and support planning	E
Experience of accessing support and/or experience of criminal justice system/police/housing	D
<b>Skills, values and attributes</b>	
Excellent organisational, administrative and IT skills	D
Ability to manage a range of tasks in order to meet agreed priorities and deadlines; ability to monitor, review, evaluate and report progress	E
Excellent communication skills, both written and verbal	E

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The desire to accept ownership and accountability, whilst getting things done well and meeting challenging goals; ability to stay calm under stress and to contain others in stressful situations	E
The ability to originate, introduce and be open to, new practices, concepts, ideas and change and to creatively solve problems	E

## How to apply

If you are interested in being part of this innovative service which is aiming to pilot and transform how young people affected by violence are supported then please apply; we would love to hear from you. Please email [recruitment@mac-uk.org](mailto:recruitment@mac-uk.org) with a completed application form.

## Recruitment Timetable

**The deadline for expressions of interest is Friday 30th August 2024 at 5pm.**

Interviews will take place on **Wednesday 11th September 2024.**

## Reasonable adjustments

Should you require any reasonable adjustments in order to apply for this role, please feel free to contact us via our details below for support on completing an application.

## More information & application support

We are happy to talk about this opportunity with any interested candidates.

For an informal conversation, please contact Naomi by email to [recruitment@mac-uk.org](mailto:recruitment@mac-uk.org), or call 07736613960. Please note Naomi works Tues – Fri, so will get back to you inside of those days.

**We kindly request that recruiters do not contact us about this role.**



## Where we work

We work in Central London and our staff also work in embedded teams around London.

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## Accessibility

We are happy to discuss any reasonable adjustments individuals may require during the recruitment process, on commencement, or once in post.

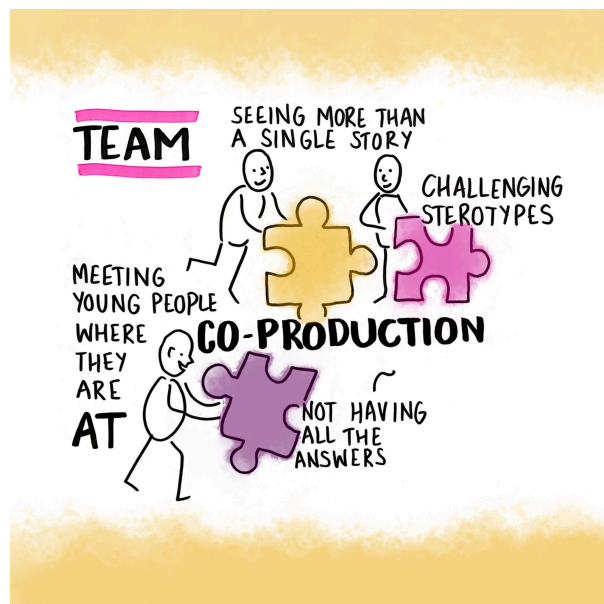


## Equal Opportunities

We highly value diversity in our teams - we welcome and support applications from all groups and especially those from underrepresented groups. We strive to provide opportunities for people who face systemic barriers to accessing employment or career development.

Our recruitment process is designed to remove unconscious bias, with a two part application form that means shortlisters are not able to see information that may give an indication of ethnicity, age, etc

Shortlisting and recruitment panels will always include a young person to provide the perspective of MAC-UK's service users, and will also be as diverse as possible.



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## Culture and Behaviours

We strive to make MAC-UK a great place to work: we highly value staff wellbeing and individual fulfilment and development.

At an away day, we asked staff how MAC-UK's values are reflected in day-to-day behaviours and our organisational culture, and what it's like to work here. They said:

Valuing all perspectives and points of view  
responsive to feedback  
time and space to think  
Adaptable Curiosity  
Treating people as individuals  
Willing to make changes  
Feeling part of a team

## Safeguarding and Risk

MAC-UK is committed to safeguarding children, young people, adults-at-risk and staff across the organisation. It is EVERYONE's responsibility to protect the welfare of children, young people, adults-at-risk and our colleagues at MAC-UK and to ensure that best practice is followed, including compliance with statutory requirements.



## Pre-Employment Checks

MAC-UK will undertake a DBS check at the level appropriate for the role, reference checks, employment verification and will check proof of right to work in the UK for all appointees, as required by law. Please note that a previous conviction will not necessarily count against you in your application, it will depend on the nature of the conviction and of your role.

## Benefits

### Work-life balance

MAC-UK encourages a good work-life balance for its staff. Some of the ways that we promote this are:

- TOIL (time off in lieu) – staff record extra hours worked so that they can be claimed back as leave
- Flexible working – we are very flexible about working patterns to accommodate medical appointments, childcare, etc, and encourage regular working from home (subject to project/departmental needs)
- Sabbatical policy - staff eligible to apply for an unpaid sabbatical after 2 years service.

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## Paid Leave

Staff are entitled to 27 days of annual leave (pro-rata) on joining MAC-UK and are awarded an extra day for each year of service, up to a maximum of 30 days

MAC-UK offers enhanced parental leave

MAC-UK has an enhanced compassionate leave policy.



## Staff Support

MAC-UK also offers an accessible Employee Assistance Programme providing counselling sessions, financial, medical & legal advice to staff and their families.

## Staff training and development

New staff are given a thorough induction, with a suite of sessions tailored to their needs. Training continues throughout employment here, with regular whole-team sessions throughout the year. We also encourage and support the professional development of all our staff in line with their own goals. MAC-UK has a generous CPD budget which all staff can use to pay for their own individual training and development. MAC-UK will fund time off, courses, study materials, mentoring and secondments and is always open to ideas from staff.

## Pay

MAC-UK's salary banding offers staff an annual increase in salary up to the final point of their band.

