

**Support Worker**

**Job Title** Support Worker

**Reports to** Fiona Stradling

**Contract type** Permanent

**Hours of work**  25 hours

**Salary** £11.52 per hour without social care qualification or

£12.73 per hour with a Health & Social Care NVQ level 3 and above.

£55 per sleep-in

**About Bath Mind**

Bath Mind was established in 1998 by a group of local people with lived experience of mental ill health who wanted to provide information and activities for people in the community.  Since then we have worked hard to develop what we do in response to local needs.

Many of our current staff have lived experience of facing mental health challenges; we have a greater understanding of the community that we support.

We are in contact with over 3,400 people annually to improve, prevent and maintain mental health and wellbeing.

While we are affiliated to national Mind, we receive no direct funding from them. We are a self – sustaining, independent locally run charity.

**About Bath Mind’s Mental Health Residential Home**

We are looking for a compassionate and empathetic support worker to assist adults with chronic and complex mental health needs in promoting independent living skills. This role is situated in our supported housing project (based in Oldfield Park, Bath).

Our Residential Care Home in Bath offers **24/7 non-nursing care and support for eight people**aged between 18 – 65 years with long-term mental health issues.

We work alongside each resident to identify and work towards their life choices and goals by providing individualised and person-centred support to each resident through care planning and a key work system. This support incorporates a wide holistic approach that looks at maximising the self-management and empowerment of each resident. The home works with each person to advance to more independent living and accommodation.

**Overall Responsibilities**

The role consists of assisting clients with:

* accessing the community
* creating structure to a person’s day and developing skills
* building confidence and self-esteem
* support with appointments
* using psychologically informed practice to support client wellbeing
* safeguarding vulnerable adults
* working to agreed aims and goals with the individual

**Communication Responsibilities**

To adopt a team approach and be a proactive team member

To be non-judgemental and empathetic

To adhere to the policy of confidentiality and sharing of information

To be non-discriminatory

To promote positive perceptions of Bath Mind at all times

To liaise with users of Bath Mind services as required

To maintain positive working relationships with other employees and volunteers of Bath Mind

To attend supervision, appraisals and team meetings

To attend training and relevant courses for professional development

**Specific Responsibilities**

**Benefits**

25 day’s holiday per year + Public and Bank Holidays (pro-rata)

Emergency Assistance Programme

Workplace Pension Scheme

Free membership to the [Soul Spa](https://www.thesoulspa.co.uk/?gclid=EAIaIQobChMIyNyTiIav9wIV0YBQBh2voQAMEAAYASAAEgLjIvD_BwE) in Bath

Eligibility for charity discount via Blue Light Card

**Person Specification**

Essential:

* Background of working within residential/support services and to have an understanding of issues that people with mental health issues may experience
* Good communication skills – verbal and written.
* Understanding of Equal Opportunities and the Equality Act 2010
* Understanding of [The Care Quality Commission (Registration) and (Additional Functions) and Health and Social Care Act 2008 (Regulated Activities) (Amendment) Regulations 2012](http://www.legislation.gov.uk/uksi/2012/921/contents/made) and the Care Quality Commission.
* Understand the ‘FREDA’ Human Rights based principles and the Code of Conduct of the general Social Care Council.
* Ability to be self-motivated and flexible, able to work alone and work effectively under pressure.
* Work in accordance with rota and night shifts (sleep-ins) and weekends.
* Person centred, anti-discriminatory in practice.
* Understanding of confidentiality and privacy.
* Contactable by telephone.
* Experience of working within clear and appropriate boundaries in a care setting.
* Ability to work effectively as part of a team

Desirable:

* Experience of cash handling and associated record keeping.
* Experience of working for a voluntary organisation in either a paid or unpaid capacity.
* Able to work under own initiative.
* Diploma or NVQ Level 2/3 or above – Care and any related training, especially in First aid, Food Hygiene, Mental Health Awareness, Equal Opportunities.
* Experience of Lone Working

Bath Mind is an equal opportunities employer. Applications from individuals who live, or have lived, with a mental health condition are welcome.

A full enhanced DBS will be made on the successful candidate.

For further information and an application pack, please contact:

Bath Mind

10 Westgate Street

Bath BA11EQ

Tel: 01225 316199

e-mail: recruitment@bathmind.org.uk