

**Job Title:** Mental Health Housing Support Worker

**Reports to:** Housing Manager

**Contract type:** Permanent

**Hours of work:**  25 hours

**Location:** Oldfield Park

**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 Housing Service**

We are looking for a flexible, self-motivated, compassionate and empathetic support worker to assist adults with chronic and complex mental health needs in promoting independent living skills. This role is based in Oldfield Park, Bath. Our experienced and friendly management team support each staff member in their development.

An extensive mental health training package will be available for all new colleagues.

Our Residential Home 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.

This role will consist of working to a rota covering weekday, weekend and some sleep-in shifts (£55 additional pay per sleep-in).

**Overall Responsibilities**

Supporting clients with enduring mental health issues to live as independently as possible within a residential home setting in Oldfield Park, Bath.

* To comply with Bath Mind’s policies and procedures.
* To record daily activities and incidents and relevant statistical information.
* To be familiar with all records, knowing their locations and to assist in their maintenance.
* To respond to enquiries made by phone and in person.
* To maintain good working relationships with other services managed by Bath mind, referring any enquiries about these services appropriately.
* To maintain an empowering and equal opportunities environment for both residents and staff.
* To work within and maintain current legislative standards to a high degree.
* To maintain standards of Health and Safety and responsible behaviour.

**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 and to work within Bath mind’s Equal Opportunities policy.

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.

**Benefits**

Extensive mental health training package for new colleagues

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

Employee 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

Clinical supervisions

**Person Specification**

**Essential:**

* Experience of working within residential/support services and to have an understanding of mental health issues.
* Able to work under own initiative.
* Good communication skills – verbal and written.
* Ability to be self-motivated and flexible, able to work alone and work effectively under pressure.
* Work in accordance with a staff rota.
* 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.
* Available for weekday, weekend and sleep-in shifts.

**Desirable:**

* Experience of cash handling and associated record keeping.
* Experience of working for a voluntary organisation in either a paid or unpaid capacity.
* 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.
* Understanding of Equal Opportunities and the Equality Act 2010.
* Understanding of [the Care Quality Commission.](http://www.legislation.gov.uk/uksi/2012/921/contents/made)
* Understand the ‘FREDA’ Human Rights based principles and the Code of Conduct of the general Social Care Council.