# Job Specification

**Job Title:** Access Community Mental Health – Wellbeing Peer Practitioner

**Salary:** £23,186 per annum

**Hours of work:** 37.5 hours per week (Variable rota – Monday to Sunday)

**Contract type:** Permanent

**Reports to:** ACMH Wellbeing Practitioner

**Location:** Hybrid – working between the Bath Mind office, homeworking, and community settings.

**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 Access Community Mental Health Service**

The Access Community Mental Health Service is part of a system-wide transformation which will redesign how community mental health services are delivered and experienced, placing communities and individuals at the heart of what we do and how we do it.

The Access Community Mental Health service sits alongside and compliments those services provided by primary and secondary care. This is all about GP surgeries, hospitals and the third sector working together so anybody who needs a service sees the right person at the right time, through a single point of entry. Together, we are making sure we are walking alongside people who need support every step of the way, making sure they are ok, making sure they are accessing relevant support and then thinking about their next steps.

This delivers against the NHS’s vision for mental health care and support through more local, community mental health services and how community services should offer whole-person, whole-population health approaches.

Our Vision is to create services where people are recognised, valued, and supported. The same is true of our workplaces. We pride ourselves on our welcoming, inclusive, and safe spaces to work.

**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

**Overall and Specific Responsibilities**

* Ensure that the person accessing the service understands and has a clear pathway of support across sector/agency boundaries with key contact points/named staff.
* Work effectively as a member of a team to engage individuals in a number of activities.
* Support people accessing services to identify their recovery pathway and ways in which they can achieve their own goals.
* Support the team and individuals in implementing interventions/safety plans and provide practical support to people in developing and managing dignity and independence.
* Support people accessing services with issues such as benefits, housing, and welfare rights etc. utilising both face-to-face and telephone support options.
* Provide information on health promotion.
* Monitor individuals’ progress, alerting the appropriate staff involved when concerns arise.
* Promote involvement within the service for the person accessing services and carer (friends and family).
* Maintain a flexible approach to encourage engagement, creating and promoting a positive and nurturing environment at all times when working on behalf of the organisation.
* Gain advice and support when needed with team practitioners/managers and attend regular supervision in accordance with organisation’s policy, to ensure care and safety is maintained.
* Undertake these duties within a framework that recognises the diversity of our community and encourages equality and opportunity for all.
* Attend training and relevant courses as required.

**Benefits**

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

Workplace Pension Scheme

Sick pay

Employee Assistance Programme

Eligibility for charity discount via Blue Light Card

**Our Inclusive Recruitment Commitment**

Bath Mind is committed to encouraging equality, diversity, and inclusion (EDI) throughout our entire workforce. The aim is for our workforce to represent the diverse society we live in, and that our employees, volunteers, and clients feel respected and heard by Bath Mind.

We have active staff and volunteer networks for staff, volunteers, and EDI allies, and encourage new staff to ask questions and join if they are interested. Bath Mind is growing to fulfil our ongoing commitment in inclusion in the workplace. As an organisation that prioritises the mental health and wellbeing of all, we are determined to create meaningful and lasting equitable change across our charity.

# If you feel you are a great match for the job, but do not feel you meet all of the criteria we welcome you to submit an application.

**Person Specification**

Bath Mind is dedicated to supporting staff to enable them to carry out the role and responsibilities to the best of their ability and we are committed to developing staff with a comprehensive training package.

**Essential Criteria**

* A personal and professional philosophy which aligns with the vision, mission, and values of the organisation.
* A positive, proactive approach.
* An approach that is non-judgemental, non-discriminatory, and empathetic.
* Strong personal integrity and independence of mind.
* Relevant experience of providing support to individuals with mental health needs.
* Excellent communication and interpersonal skills - listening, written and verbal.
* An ability to manage conflicting priorities and one’s own time with minimum supervision.
* Ability to engage and motivate individuals accessing support.
* Ability to act calmy in emergencies, responding in a professional manner to stressful and challenging behaviour.
* Good organisational skills and a team player.
* Car driver.

**Desirable Criteria**

* Experience of working in the voluntary sector.
* Personal experience of living with poor mental health**.**