



## Job Description

Job Title: Wellbeing support worker

POSCODE: matched to NCT0020 (local JD)

Grade: I

### Overall Purpose of Role

To support the Advanced Mental Health practitioner who works with children in care and care leavers age 16-25 years. Specifically, to ensure the wellbeing and mental health support is available to enable young people to make a successful transition into independence and adulthood.

| Main Accountabilities |                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                     | To build positive, creative, inspiring, and trusting relationships with individuals and groups of young people accessing NCT's Leaving Care service                                                                                                                                                                                                                                                                                                               |
| 2                     | To manage a caseload of Looked After Children over the age of 16 years and Care Leavers, focusing on risk, safety and wellbeing through the interventions supporting wellbeing and mental health. Maintain accurate electronic recordings, plans and communications. Work collaboratively with the young person's Social Worker/Personal Advisor and Advanced Mental Health practitioner, to support a young person to achieve the actions of their pathway plan. |
| 3                     | To assess need and establish therapeutic plans for promoting wellbeing and improving mental health strategies, maintaining links with and continuing to support young people to achieve and maintain success in their independence journey.                                                                                                                                                                                                                       |
| 4                     | To maintain effective contact with young people at the level they want and need; and work flexibly, when required. Access to own/public transport to fulfil job expectation                                                                                                                                                                                                                                                                                       |
| 5                     | To work positively, co-operatively, and professionally with colleagues in all areas of NCT and with external agencies. Communicate with colleagues and convey information appropriately and confidentially to promote the best interests of young people; act as an advocate for Care Leavers if they so wish                                                                                                                                                     |
| 6                     | To draw on a range of support services – practical, emotional, that can provide support to our care leavers                                                                                                                                                                                                                                                                                                                                                       |
| 7                     | To attend, prepare and participate in regular supervision sessions with the Advanced Mental Health practitioner.                                                                                                                                                                                                                                                                                                                                                  |

|   |                                                                                                                                                                                                                                                                                |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8 | To demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.                                                                                                                                              |
| 9 | To ensure that reasonable care is taken at all times for the health, safety and welfare of yourself, others and to comply with the policies and procedures relating to health and safety with the Trust. To ensure compliance with all statutory and legislative requirements. |

### **Safeguarding commitment**

We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

## Person Specification

### Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

| Qualifications Required                                    | Subject                                                                                       | Essential/Desirable |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------|
| A level standard qualification or equivalent by experience | A Level in any subject or knowledge of supporting young people's mental health and wellbeing. | Essential           |
| GCSE                                                       | Maths & English                                                                               | Essential           |

Minimum levels of knowledge, skills and experience required for this post

| Identify                                                                                                                                                                       | Details                                                                   | Essential/Desirable |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------|
| <b>Knowledge:</b>                                                                                                                                                              |                                                                           |                     |
| Knowledge of the legislation concerning looked after children and the responsibilities of Local Authorities towards Care leavers                                               | Children (Leaving Care) Act 2000, Children Act 1989, Social Work Act 2017 | Essential           |
| Knowledge of suitable opportunities for young people and an ability to positively engage, encourage and support young to realise their aspirations and self care.              | Previous experience, personal knowledge/insight                           | Essential           |
| Knowledge and experience of supporting young people to develop the skills they will need to be successful in their independence. Through positive social networks development. | Previous experience, personal knowledge/insight                           | Essential           |
| <b>Skills:</b>                                                                                                                                                                 |                                                                           |                     |
| To be literate and able to write emails, case records and other reports using electronic case recording systems and software such as MS Word                                   | Previous experience, or relevant qualifications                           | Essential           |

|                                                                                                                                                                                                |                                                 |           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----------|
| Have an ability to develop working relationships with professionals & partner agencies: Including but not limited to education, training, employment, accommodation & health partners          | Previous experience, personal knowledge/insight | Essential |
| Ability to talk, listen to, and develop effective working relationships with young people, including those who may be difficult to engage or are presenting with challenging behaviour         | Previous experience, personal knowledge/insight | Essential |
| Ability to support young people to think about and achieve ambitious and aspirational targets. Adopting a non-judgemental, friendly and trauma approach, which meets the needs of young people | Previous experience, personal knowledge/insight | Essential |

|                                                                                                                           |                                                                                                                                        |           |
|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Experience:</b>                                                                                                        |                                                                                                                                        |           |
| Experience of working with or supporting children and young people up to the age of 25                                    | Previous professional/personal experience: employment, volunteering etc                                                                | Desirable |
| Knowledge and experience of completing assessments and planning of interventions: focusing on risk, safety and wellbeing. |                                                                                                                                        | Essential |
| Experience of interagency work with young people who have been in care                                                    | Through previous professional/personal experience: employment, volunteering etc                                                        | Desirable |
| Have successfully supported a young person to achieve positive outcomes                                                   | Through previous professional/personal experience: employment, volunteering etc                                                        | Essential |
| Be able to travel to fulfil job expectation                                                                               | Either in your own vehicle or on public transport                                                                                      | Essential |
| <b>Equal opportunities</b>                                                                                                | Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs | Essential |

|                     |                                                                                                                  |           |
|---------------------|------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Safeguarding</b> | Demonstrate an understanding of the safe working practices that apply to this role.                              | Essential |
|                     | Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults. | Essential |

| Disclosure level                          |                                     |
|-------------------------------------------|-------------------------------------|
| What DBS Level is required for this post? |                                     |
| None                                      | <input type="checkbox"/>            |
| Standard                                  | <input type="checkbox"/>            |
| Enhanced Child Only                       | <input checked="" type="checkbox"/> |
| Enhanced Child/Adult Bar                  | <input type="checkbox"/>            |

| Working Arrangements                                                                                                          |                                     |
|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible) |                                     |
| Fixed                                                                                                                         | <input type="checkbox"/>            |
| Flexible                                                                                                                      | <input checked="" type="checkbox"/> |
| Field                                                                                                                         | <input type="checkbox"/>            |
| Home                                                                                                                          | <input type="checkbox"/>            |