

JOB DESCRIPTION

Job title: Psychological Wellbeing Practitioner- specialising in African Caribbean Heritage communities

Responsible to: Deputy Director PTWS

Hours: 15 hours per week

Salary: Starting salary is £29,446.79 (SC5 SP22)

Contract type: Fixed Term Contract

Location: The Hub, 15a Homerton Row

Benefits: See supporting documents for information on benefits.

About Mind in the City, Hackney and Waltham Forest:

We are a multi-disciplinary provider of specialist mental health services and a part of the Mind Federation.

We promote both recovery from ill health for people with recurrent and enduring mental health difficulties and early intervention for those at risk of developing mental health issues, or who struggle with common mental health conditions.

We currently support around 5,000 people a year through a variety of services focusing on psychological, social, economic and workplace wellbeing, and support minoritised communities.

Our values are:

Connected: Creating a compassionate and supportive community.

Fair: We strive for equity- no-one's needs should go unmet.

Brave: We walk with people, offering help by doing what works - proven or new.

Working with Mind CHWF means you'll be part of a dedicated, passionate, and professional workforce who cares about the work they do and make a real difference to the lives of the people in the City of London, Hackney and Waltham Forest.

We are committed to actively becoming anti-racist in everything we do. This is a critical priority for Mind CHWF. We embrace diversity and understand that being an inclusive organisation that recognises different perspectives, will enable us to provide excellent services.

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Those with lived experience of Mental Health are encouraged to apply.

DBS clearance at Enhanced (without Barring) is required for this role.

About the Psychological Therapies & Wellbeing Services Department

Mind CHWF's Psychological Therapies & Wellbeing department has been BACP accredited since 2016 and we specialise in:

- trauma-informed and compassion-focused practice
- lived experience leadership and representation
- 'third wave' cognitive behavioural/evidence-based therapies (group and one to one models based on Acceptance and Commitment Therapy, mindfulness-based therapies, Compassion-focused therapy, and Dialectical Behaviour Therapy)
- a Practitioner Training Programme for our evidence-based model, 'Radical Self-Care (RadSec)', currently undergoing accreditation with BAMBA (British Association for Mindfulness Based Approaches)
- clinical research with our academic and NHS partners (City, University of London and NELFT)
- psychological therapies for:
 - common mental health problems such as anxiety and depression via our Talking Therapies Service for Anxiety and Depression (formerly IAPT - Improving Access to Psychological Therapies). Our Step 2 provision uses 'third wave' group modalities, particularly Acceptance and Commitment Therapy (ACT). Our Step 3 focuses on Person-Centred Existential Counselling for Depression (PCE-CfD).
 - African Caribbean heritage communities (in partnership with our IRIE Mind project),
 - LGBTQ+ communities (in partnership with our Rainbow Mind project)
 - complex developmental trauma and enduring mental health conditions (City and Hackney Wellbeing Network)
 - people who have lost someone to suicide (Grief in Pieces project)
 - alcohol and substance misuse (City and Hackney Recovery Service)

All staff, trainees and volunteers have opportunities to participate in a wide range of in-house and external trainings through our networks. Practitioners in specialist services are offered relevant evidence-based training (IAPT Step 2 practitioners receive training in group protocol using Acceptance and Commitment Therapy, and our Recovery Service workers receive intensive training and supervision in our group models: Radical Self Care, Acceptance and Commitment Therapy and Managing Anger & Difficult Emotions).

At Mind CHWF, we offer significant personal and professional development opportunities, encourage innovation and initiative from our committed and talented practitioners, and offer skill-building and experience of working across multiple projects and modalities in an award-winning mental health organisation.

Purpose of the post:

A new collaboration has been established to enhance mental health outcomes for Black, African, and Caribbean communities. This year-long partnership between Talking Quest at Hackney Quest, Volunteer Centre Hackney, and IRIE Mind aims to address disparities in mental health access for Black individuals by offering tailored talking therapies, workshops, outreach, vocational volunteering, wellbeing and employment support services. The main goal is to engage all service users, with some providers focusing on younger clients (16-30), while others serve all age groups, emphasising that age should not be a barrier. The overall objective is to increase engagement with mental health services among this underserved population.

IRIE Mind is seeking a passionate and enthusiastic new member of the team to join this new initiative as a Psychological Wellbeing Practitioner, working primarily with the local African Caribbean Heritage (ACH) community. The post holder will be responsible for championing the work of this collaborative, specifically the rollout of our Phase 3 - Pathway of Opportunities. The core of this work will focus on delivering innovative single-session consultations, group-based interventions, guided self-help, psychoeducational sessions, and brief one-on-one interventions while also connecting service users with several appropriate services in and around London, which are well-equipped to support this demographic. This is a part-time position where you can make a significant difference in the lives of Black, African, and Caribbean Communities.

Main duties and responsibilities:

1. Conduct screenings and provide psychological consultations, brief interventions (one-to-one and group) for Black, African and Caribbean clients, which would include assessment, formulation, intervention, risk management and signposting to other mental health services as appropriately needed.
2. Managing a caseload of clients for group-based interventions/ workshops as well as one-to-one interventions based on Mind Forward, ACT (for Racial Trauma), MBCT and other culturally appropriate interventions.
3. To deliver psychoeducational groups and workshops.
4. Undertake Outreach activities- building knowledge around appropriate community/ statutory services that may be utilised to support clients accessing support through this initiative
5. To apply data protection, confidentiality, safeguarding, the organisation's lone working policy and risk management, and all professional codes of ethics.
6. Undertake risk assessment and risk management for individual clients as appropriate.
7. To keep accurate and up-to-date electronic records of client notes, including assessment, sessional notes, client satisfaction and clinical scores.
8. To commit to a high-quality, effective service, including good clinical outcomes for clients.

General:

20. The successful postholder will be required to work from the Hub (15a Homerton Row) for at least one day week.
21. To participate in regular one-to-one supervision sessions with line manager and clinical supervision.
22. To promote MindCHWF/ IRIE Mind's values and service philosophy and uphold equal opportunities and agreed policies and procedures.
23. To attend and participate in relevant meetings and give reports/presentations when required.
24. To promote learning and development and attend appropriate internal, external training courses, supervision and staff away days.
25. To develop team cohesion, team working and a positive "can-do" culture which encourages creativity, learning and high performance.
26. To keep abreast of internal and external developments and respond accordingly.
27. To undertake other duties that may be necessary as directed by the Manager, that are compatible with nature and grade of post.
28. To adhere to relevant legal and statutory requirements including the Data Protection Act (always ensuring an appropriate level of confidentiality), Health and Safety at Work Act (always ensuring H&S of own and others) and any other relevant/charity law.

Personal specification

The remaining sections outlines what criteria will be used to appoint the suitable candidate.

Criteria are marked as (E) are essential and (D) desirable. (I) would indicate which criteria shall be evaluated at the interview.

Experience, Knowledge, Skills, Abilities - Values and Motivations:

Connected: Creating a compassionate and supportive community.

1. Ability to motivate people to engage in self-help activities. (E) (I)
2. Ability to offer various pathway options and promote client autonomy. (E) (I)
3. Ability to work as part of a team and to work on own initiative. (E) (I)
4. Ability to liaise and communicate with colleagues, volunteers, external agencies and the public. (E) (I)
5. Ability to coordinate a blended team across three organisations ensuring excellent organisation, communication and interpersonal skills (E) (I)

Fair: We strive for equity - no-one's needs should go unmet.

6. Ability to assess clients for suitability and make appropriate referrals when necessary. (E) (I)
7. Ability to identify and manage risk incidents. (E) (I)
8. Ability to promote the concepts of social inclusion, early intervention and recovery and to work within Mind's ethos and Mission Statement. (E) (I)
9. Ability to work flexibly to meet the demands of the service, both in terms of hours and role, including occasional evening and weekend working. (E) (I)

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10. Knowledge of social care and the issues of supporting people with a range of mental health issues, including risk assessment. (E) (I)
11. Knowledge of the NICE guidelines namely their Stepped Care Model (D)
12. 12 months experience of using social care skills working face to face with the public, some of whom may present as emotionally upset or angry from time to time. (D) (I)
13. Ability to deliver the service as a standalone intervention and provide psycho-educational skills to enhance maintenance of wellbeing. (E)
14. Experience of delivering group-based interventions (E) (I)
15. Ability to carry out a range of office tasks (telephone, word processing, taking bookings, report writing, using databases) accurately and without supervision. (E)