

JOB DESCRIPTION

JOB TITLE:	Psychological Wellbeing Practitioner – Community Engagement Lead
GRADE:	Band 5
BASE:	St. Leonards. Post holder may be required to work at various sites across Hackney due to service needs.
MANAGED BY:	Head of Talk Changes

JOB SUMMARY:

We have an exciting opportunity for a qualified Psychological Wellbeing Practitioner with experience of and passion for working alongside the local community to join our Talking Therapies team.

It is commonly recognised that many people in City and Hackney do not access their GP for support with mild – moderate common mental health care needs. The postholder will lead on outreach and engagement with these underrepresented communities and increase access to Talking Therapies for people in our borough.

The postholder will also deliver assessment and evidence based low intensity CBT treatment to a small clinical caseload of clients with mild-moderate common mental health difficulties, in line with step 2 of the stepped care model.

MAIN RESPONSIBILITIES:

The post holder will work as part of the Talking Therapies team to help facilitate increased access and treatment for all adults in City and Hackney. You will be required to manage and treat a small clinical caseload of clients with mild-moderate common mental health difficulties using low intensity CBT interventions in line with step 2 model and service protocols.

The post holder will support the service with outreach and community engagement strategy development and planning, including:

- Development of mental health promotional materials, including interactive workshops to engage with underrepresented communities.
- Design, implementation and delivery of community events, such as psycho-educational workshops, promotional events, training community stakeholders
- Leadership of social media engagement and other digital outreach – including design of digital content
- Producing culturally appropriate materials for outreach and engagement activities / events
- Develop and maintain partnerships with various community-based organisations, including non-mental health services such as voluntary sector organisations.
- Support various champion roles within the Talking Therapies service.



- At all times, operate from an inclusive values base which promotes recovery and recognises and respects diversity.
- Undertake data collection, audit and analysis when required.
- Ensure that the appropriate guidelines for professional practice are followed.
- Ensure that client confidentiality is protected at all times and information governance policies adhered to.
- Be responsible for recording, monitoring and reporting on own work on a regular basis, and communicating information to a variety of recipients, e.g., service users, families and carers, other professionals, orally, in writing and/or electronically.
- Follow defined practices and procedures under the management and co-ordination of senior managers.
- Participate in individual performance review and respond to agreed objectives.
- Plan and prioritise own workload in conjunction with Line Manager, and in accordance with the needs of the service.
- Effectively induct new staff into the Trust/department in accordance with the Trust's induction programme.
- Facilitate the personal and professional development of staff. This involves identifying training and development needs, providing suitable development opportunities and evaluating development actions in accordance with the Trust's appraisal and training procedures.
- Monitor the level and standard of work undertaken by your staff and to guide, coach and advise them as appropriate.

CLINICAL DUTIES:

- To assess patients referred to the service under, supervision, to identify their psychological needs
- Provide signposting and treatment including one to one guided self help using the services treatment protocols, Computerised CBT, bibliotherapy and through delivering the services group based interventions at step 2
- To ensure that the work is patient focused and responsive to need, with particular reference to the needs of black and other minority ethnic communities
- To work closely with other team members to ensure the service is effective and collaborative
- To accept and engage with supervision arrangements, both clinical and managerial

PRACTICE DEVELOPMENT / CLINICAL GOVERNANCE:

- To contribute to the identification of local mental health needs, gaps in service provision, and any other relevant issues
- To provide monitoring information concerning the contacts, outputs and outcomes as required
- Undertake audits where identified
- Develop new appropriate resources for use by team and related professionals

GENERAL REQUIREMENTS:

- Under the directions of senior management team and service identified strategies, the post holder will lead on implementing marketing and publicity activities in City and Hackney
- Carry out the duties and responsibilities placed on an employee by Health and Safety legislation and Trust policies





- Follow relevant trust policies and procedures for your work, including data protection and confidentiality
- Maintain an awareness of current mental health legislation, and legislation relevant to long term conditions
- Keep up to date with current literature
- Any duties as may be reasonably required by the line manager or any other Senior Manager
- The above is only an outline of the tasks, responsibilities and outcomes required of the role - this may be reviewed on an ongoing basis in accordance with the changing needs of the Department and the Organisation



FURTHER INFORMATION

Other Job Duties

This job description outlines the current main responsibilities of the post. However the duties of the post may change and develop over time and this job description may, therefore, be amended in consultation with the postholder.

Equality, Diversity and Inclusion

We are committed to achieving [equality and inclusion for all our people at Homerton Healthcare NHS Foundation Trust](#) and we respect and value the diversity and differences of our patients and our people, ensuring everyone is enabled to thrive, feels a sense of belonging, and is able to be their authentic self.

We are proud to be in one of the most diverse locations in the country, with nearly 90 different languages spoken as a main language, and we champion equality, diversity and inclusion in all aspects of our employment practices and service delivery. Every member of our staff is expected to understand, commit to, and champion equality, diversity and inclusion throughout their work.

We offer a range of flexible working options that enable you to balance your work and personal life, including part-time, compressed hours, remote working and job-shares.

If you are interested in joining our team, please let us know your preferred working pattern in your application, and we will consider all requests for flexible working and try to accommodate them wherever possible

Standards of English

All employees are required to have the appropriate level of English competence to enable them to effectively carry out their role, deliver safe care and enhance the patient experience. This is a requirement of the Immigration Act 2016 (Part 7), and the Person Specification will clearly define the required level of competence for the role.

Health and Safety

Employees, in line with the Trust's commitment to the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code'), improving infection control and health and safety are individually required to ensure that they make every effort to contribute to making the Trust a clean and safe environment within which to work and receive care.

All staff have a responsibility to prevent and control infection within Homerton Healthcare. This includes ensuring personal and team compliance with the Hygiene Code (Health and Social Care Act 2008) and all relevant policies including Hand Hygiene, Homerton Dress Code, MRSA screening and Infection Control.

Trust Policies

All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to risk management, equal opportunities, data protection and standards of business conduct.



Safeguarding

It is the responsibility of each member of staff to be aware of, and work in accordance with, the Trust's safeguarding children and adults policies and procedures. This includes ensuring that they undertake statutory and mandatory safeguarding children and adult training appropriate for their role. In addition to acquiring safeguarding knowledge and skills, each member of staff must be competent and maintain their knowledge and skills in clinical practice to safeguard the health and wellbeing of children and adults.

Sustainability

It is the responsibility of leaders of the Trust to demonstrate and foster the Trust's commitment to environmental sustainability and corporate social responsibility by acting as a role model and enabling others. It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use, minimising water wastage and reporting faults promptly.

Smoke-Free

Homerton Healthcare NHS Foundation Trust is smoke free. Smoking by staff is not permitted on Homerton premises.



Living Our Values – How We Work at Homerton Healthcare

At Homerton Healthcare we consider all our people as leaders and we expect everyone to demonstrate our leadership behaviours in their work:

- Be compassionate and kind
- Have a growth mindset
- Demonstrate professionalism
- Practice gratitude
- Champion equality and inclusion
- Advocate Just Culture

Our five values, Personal, Safe, Respectful, Inclusive, and Responsibility, underpin our leadership behaviours and set out how we show this in practice

Personal

We will give compassionate care that addresses individual needs and is responsive to our patients, service users, their families and carers, and our people.

We will:

- ensure that relationships with patients and service users are founded on compassion, empathy, and kindness
- appreciate each person as an individual and address their specific needs to ensure we deliver equitable care
- actively listen to and involve patients and service users in decisions about their care
- provide continuity of care through good communication and teamwork

Safe

We will do everything we can to make our services as safe as possible and constantly seek to learn and improve.

We will:

- be open and honest when we get things wrong, and do all we can to correct and learn from our mistakes
- listen to our staff, patients, service users and their families and carers and use their feedback to improve services
- ensure that we have the right staff, in the right numbers, with the right skills, in the right place, at the right time
- constantly monitor standards of care and respond quickly if there are concerns

Respectful

We will treat others as we would expect ourselves or our families to be treated and cared for.

We will:

- treat everyone with dignity and respect
- listen to others and value their contribution
- provide services that meet the diverse needs of our communities
- value and support the health and wellbeing of all our staff



Inclusive

We will respect and value the diversity of our patients and people so everyone can thrive, feel a sense of belonging and can be their authentic self.

We will:

- celebrate and value everyone's uniqueness and difference
- create psychologically safe spaces that enable people to bring their whole, authentic selves to work
- foster a sense of belonging
- have an anti-racist approach and tackle all forms of discrimination

Responsibility

We will take responsibility for our actions and any problems that we come across – we lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- thinking differently and looking for new and innovative ways of working
- ensuring our care is evidence based and follows best practice
- doing the right thing, even when it is difficult



PERSON SPECIFICATION

POST Psychological Wellbeing Practitioner
DEPT/UNIT Talk Changes

BAND 5
DATE

	ESSENTIAL	DESIRABLE	ASSESSMENT
Education / Qualifications	<ul style="list-style-type: none"> Qualified Psychological Wellbeing Practitioner (through formal PG Cert or certified apprenticeship routes) Educated or able to demonstrate experience to degree level Eligible to register as a PWP with BABCP/BPS Professional qualification in Marketing 		AF / I
Skills / Abilities	<ul style="list-style-type: none"> Ability to build and sustain cross discipline / sector relationships Analytical – able to interpret data and synthesise information from different sources Computer literate – able to use spreadsheets and computerised information systems (Word, Excel, PowerPoint etc.) Well-developed English written and oral communication skills – able to present complex information in jargon-free, reader-friendly ways 	<ul style="list-style-type: none"> Influencing and negotiating skills Presentation skills in front of groups 	AF / I
Experience	<ul style="list-style-type: none"> Experience of building a relationship / face to face contact with people with emotional difficulties Experience or understanding of working with a diverse range of communities (e.g. black and other minority ethnic groups) Experience of engaging groups or individuals with little knowledge of the subject matter Working with Primary Care staff within a medical / health setting 	<ul style="list-style-type: none"> Experience of carrying out health or other promotion work in the community Experience of working as part of a multidisciplinary team Experience or understanding of working with diverse and multicultural communities. 	AF / I
Knowledge	<ul style="list-style-type: none"> Knowledge/understanding of confidentiality issues Broad background knowledge of the NHS, Local Authority, primary care and voluntary sector provision and the legislative frameworks underpinning the provision of health and social care Detailed understanding of the needs of people with mental health problems and their carers 	<ul style="list-style-type: none"> Understanding of clinical mental health conditions and their responsiveness to talking therapies Understanding of long term conditions and rehabilitation 	AF / I
Other Requirements	<ul style="list-style-type: none"> Understanding and demonstration of the Trust Values Commitment and adherence to equality, diversity and inclusion Highly motivated and enthusiastic Able to engage with others Able to work both independently across different bases Flexible – able to respond to changing and developing circumstances whilst maintaining overall direction of travel Personal resilience and stamina – able to see things through 		AF / I

Signed: **Position:**

Mandatory components in all job descriptions are shown in *italics*

Means of Assessment include application form (AF), Interview (I), Test (T), Presentation (P)

