



Role profile

Support and Development Worker Groups (Arts, Green and Active)

Location: Dalkeith (travel throughout Midlothian required)

Hours: 36.25 hours

This role is subject to a Protecting Vulnerable Groups (PVG) Disclosure

Find out more about working at Health in Mind on the careers section of our website.

About us

Health in Mind is one of Scotland's best-known and trusted mental health charities. Since 1982, we have evolved in response to need and now promote positive mental health and wellbeing in local communities across Scotland.

Our vision

Everyone in Scotland has positive mental health and wellbeing, and can access high-quality support if, when and how they need it.

Our purpose

Through our unique pathway of support, collaborations, campaigns, and resources, we build hope, resilience and understanding of mental health and wellbeing. We bring this to life by:

- Living our Values
- Focusing on Communities
- Being knowledgeable and expert
- Having national reach

Our approach to support

People tell us what we do is special and unique- it is the 'Health in Mind way'. This is summed up by our approach to support:

- People at the heart of all we do
- Trauma skilled and informed
- Support when and how people need it
- Curious, proactive and flexible
- Community focused and collaborative
- Accessible to all
- Peer engagement and support
- Upholding human rights.

Our values

Our values are at the core of everything we do.



“We help people when they need it, walking with them and sharing hope along the way. When people are feeling low and finding things difficult the skilled staff within Health in Mind help them to find hope and remind them change is possible.”

Team Leader

About Us

People tell us what we do is special and unique – it's the 'Health in Mind way'.

Midlothian Services

This role sits within Midlothian Community Mental Health and Wellbeing Services which are offered across Midlothian.

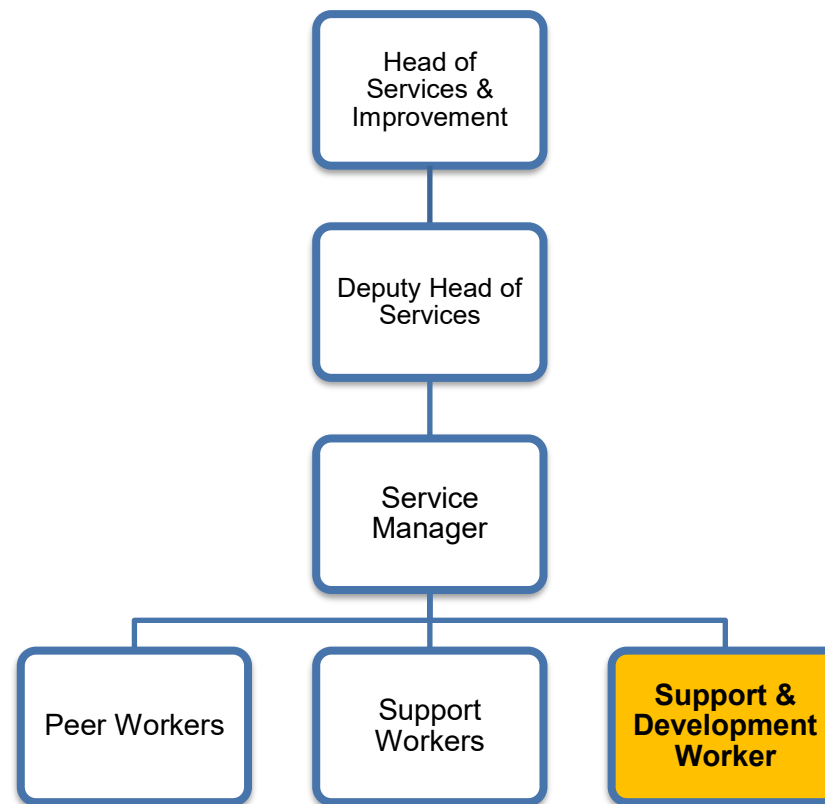
CMHWP Team – 1:1 Support & Groups

You will support the running, delivery and development of group mental health support, with the purpose of supporting people to develop coping strategies to manage their mental health and wellbeing.

Support and Development Workers

- Work alongside people to improve their mental health and wellbeing through offering trauma informed, person-centered support on a group basis, with the focus on art, green and active groups and workshops. Their work also includes developing groupwork programmes and learning opportunities.
- Recruit, train, and supervise a small number of volunteers and support the delivery of the weekly groups
- Manage your time, including caseload, administration, planning and reporting.

Team Structure



“Being a part of Health in Mind has helped me through some difficult times in my recovery. A service I’m most grateful to have had of life would have been very different.”

Person accessing support in Midlothian

Role Profile

Role Focus

- I support people to improve their mental health and wellbeing, and realise their potential, in line with their hopes and goals.
- My approach is compassionate and trauma informed; putting people at the heart of all I do, ensuring support is offered when and how people need it and is accessible to all.
- I deliver support through person centred conversations to identify and work towards outcomes that are important to them, resulting in a greater understanding of their mental health and wellbeing, and improved quality of life.
- I value and encourage insights and expertise of lived experience, using my own experience where appropriate.
- I am community focused and work collaboratively, with curiosity, and flexibility.
- I work hard to understand and identify barriers to accessing support, and work with people to overcome them
- I respond to the needs of the community and people I work with; reflecting on feedback received and working with my line manager to further enhance the service we offer.
- I understand that I am accountable for demonstrating the quality and effectiveness of my work by providing accurate and timely information into organisational systems.
- Where I feel another service may be more suitable for a person, I actively signpost them to other services, community groups or support available

Relationships

- I proactively build positive, respectful relationships with my team, colleagues, external stakeholders and the wider community. I understand this is at the heart of my effectiveness in this role.
- Within my relationships I work with integrity and am open, and inclusive, and I contribute to any discussions in a respectful, meaningful, and constructive way.
- Where applicable, I am accountable for recruiting, training, inducting and supervising a team of volunteers.

Managing resource and risk

- I effectively plan and monitor my workload and resources to ensure efficiency and effectiveness.
- I understand the importance of working safety and am jointly accountable for ensuring our work meets Health and Safety standards.
- I am proactive in identifying and managing risk in my work, ensuring all safety systems are actively implemented and used.
- I work with colleagues to create a toolkit of wellbeing resources to ensure a diverse and varied service is offered.

Support, supervision and development

- I receive regular support and supervision to help me work fully within my role.
- I reflect on my practice and proactively identify areas of my work I am successful in, and those I can further develop.
- I am keen to develop my skills and realise my potential, taking an active role in identifying and participating in learning and development opportunities.

Other

- I understand the importance of the SSSC Code of Practice and ensure my work upholds these codes.
- I understand and implement all relevant Health in Mind policies and procedures
- I am fully involved within Health in Mind, contributing to consultations and working groups.
- I work with focus on improvement and delivery of efficient and impactful services.

About you

We look for a range of experience, skills and knowledge, and **values fit**.



We value lived and professional experience equally.

I have experience of...

- I have experience of providing mental health and wellbeing support on an individual and group basis, using self-management tools to support and improve mental health and wellbeing in others.
- I have experience of developing and delivering art, green and active groups in community to support people with mental health and wellbeing difficulties.
- I have experience of continually improving my work practice and service delivery including reviewing procedures and ways of working.
- I have experience of working within professional boundaries, ensuring that I offer support that offers choice and control and not dependency.



We support ongoing learning and development.

I have knowledge and understanding of...

- I have a clear understanding of mental health and wellbeing and of trauma informed practice.
- I have knowledge of self-management resources and tools.
- I understand human rights within a health and social care setting.
- I have knowledge and understanding of professional boundaries and apply them in my work.
- I have clear understanding of confidentiality, and data protection requirements.



If you do not currently have all the skills required, we can build these into a tailored development plan.

I can...

- I am skilled at managing my time effectively to ensure my tasks are completed to a good standard within deadlines.
- I take responsibility for my work and maintain professional standards.
- I ensure that I communicate clearly and accurately and ensure the message is understood, both verbally and in writing. I can convey sensitive information tactfully.
- I am consultative and listen actively.
- I have awareness of when to ask for help and actively utilise tools to help me.
- I am open to change and continually improving practice.



Our behaviours are underpinned by our values.

- I am action/solution focussed and professional in my approach.
- I understand the importance of keeping my manager informed about progress and challenges.
- I am an active member of the team, contributing ideas for improvements and developments, inviting opinions of others.
- I am willing to reflect on my work practice and am open to constructive feedback.
- I strive for continuous improvement.
- I take responsibility for managing my work life balance.
- I contribute to internal communications across Health in Mind.
- I always project a positive image of Health in Mind.

Our offer to you

- Flexible and hybrid working
- Pension with 3% Employer Contribution
- Learning and Development opportunities
- Out of pocket expenses
- 30 days annual leave (pro rata for part time contracts)
- 10 days public holiday (pro rata for part time contracts)
- 24-hour employee assistance programme
- 2 Wellbeing days (pro rata for part time contracts)
- Cycle to Work scheme
- SSSC registration fees
- Enhanced sick pay
- Discounts with local and national stores and services
- Union recognition agreement (Unite)
- Staff Information and Consultation Forum
- Life Cover (following one year service)

If you are interested in finding out more about the role before applying, please contact:

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We invest in people Gold

