

# Wellbeing Worker

## Job Description

<b>Responsible to:</b>	Children and Family Services Manager.
<b>Salary:</b>	£26,000.00.
<b>Hours:</b>	35 hours per week.
<b>Location</b>	Home based with travel throughout the West of Scotland.
<b>Duration:</b>	<b>Funded for 2 years in the first instance</b>
<b>Pension:</b>	RCET offers a Pension Plan, with Smart Pension. The Plan is a money purchase arrangement. You can choose at what rate you wish to contribute (subject to statutory minimums) with RCET contributing up to 4% of gross salary.
<b>Annual Leave:</b>	RCET leave year runs from 01 April to 31 March. Employees are entitled to 36 days annual leave (including public holidays). These allowances are pro-rata for part time employees.
<b>TOIL:</b>	TOIL is provided for work undertaken over normal contracted hours.

### **Our approach to working with children and young people:**

RCET is committed to taking a children's rights-based approach to all aspects of our work from planning to service delivery. This means we strive to ensure our work is grounded in the United Nations Convention on the Rights of the Child. Engaging in co-production with children and young people will help ensure their right to participate in matters affecting them is meaningfully upheld and implemented.

### **The purpose of this role:**

This role will form a crucial part of our 'Your Minds Matters' project, which is funded by the Armed Forces Covenant Fund Trust to better understand and support the mental health and wellbeing needs of children and young people from serving, reservist and veteran families across Scotland; a need borne out of consultation with our young people and their families.

The Wellbeing Worker role will be responsible for working with children and young people in a variety of settings and several contexts to support their mental health, including one-to-one support, group projects and wider community engagement. The post-holder will work closely with members of the Wellbeing Team, including our Digital Wellbeing Worker and sessional team members, to develop and deliver Your Mind Matters across Scotland and via digital means.

### **Responsibilities & Duties:**

- Develop and Deliver one-to-one mental health and wellbeing support to children and young people.
- Develop and deliver mental health and wellbeing group support to children and young people.

- Build authentic relationships and establish trust with children, young people and wider family members in-person or via digital means to support their mental health and wellbeing needs.
- Connect with children and young people across the West of Scotland from various serving, reservist and veteran backgrounds to ensure that their mental health and wellbeing is prioritised and supported.
- Develop mental health and wellbeing supports in collaboration with children and young people through a model of co-production.
- Play an essential role as part of the Your Mind Matters project team within the organisation by supporting effective budgeting and reporting to the Armed Forces Covenant Fund Trust.
- Support the recruitment of sessional Wellbeing Workers to provide a crucial role in enhancing our mental health and wellbeing support provision to children, young people and wider family members.
- Support the Communications and Fundraising Development Manager to develop a promotional plans/campaigns to raise awareness of Your Mind Matters to enhance the reputation of the charity and recruit children and young people.
- Act as an ambassador for the charity and a champion mental health and wellbeing support for the children and young people that we support.
- Carry out any other duties commensurate with the post as identified by your line manager.

## **Person Specification**

Skills and Experience

### **QUALIFICATIONS**

A relevant qualification, to a minimum standard of HNC/SVQ 3 (SCQF level 7) in a discipline related to working with children and young people, or equivalent work experience. We would also welcome applicants who have accessed specific mental health and wellbeing learning opportunities and can transfer this into practice.

### ***EXPERIENCE***

Essential:

Minimum 2 years' experience of working in one or more of the following areas:

- **Youth Work**
- **Community Work**
- **Education**
- **Mental Health and Wellbeing support for children and young people**

Experience of working with vulnerable children and young people to support mental health and wellbeing.

Experience of coproducing projects with children and young people in a mental health and wellbeing context.

Experience of organising and delivering mental health and wellbeing support for children and young people.

A strong understanding of trauma and adversity in childhood and the impact this can have on mental health and wellbeing.

Desirable:

- An understanding of the issues which affect Armed Forces Children and Young People and their families
- COSCA Certificate in Counselling Skills or similar accreditation that ensures a listening, caring environment that values the wellbeing of young people

## **KNOWLEDGE**

Essential:

- Demonstrate a working knowledge of child protection and GIRFEC.
- Demonstrate an awareness and understanding of the issues around children and young people's mental health and how best to respond to wide-ranging needs.
- Evidence Knowledge and understanding of group dynamics in a mental health and wellbeing context.
- Evidence knowledge and understanding of, and commitment to, equality of opportunity and inclusion.
- Refer to up-to-date knowledge of issues which affect young people, including an awareness of trauma-informed care.
- Express an understanding of the issues impacting Armed Forces Children, Young People and families.

## **SKILLS**

- Develop and maintain appropriate working relationships with children and young people, parents, carers, colleagues and other professionals.
- Ability to deliver one-to-one and group mental health and wellbeing sessions with young people in a trauma-sensitive manner.
- Be creative in response to the evolving world of supporting mental health and wellbeing for children and young people.

- The ability to create safe spaces for young people by demonstrating key skills such as active listening, setting boundaries and the commitment to sustaining caring and professional relationships, either in-person or via digital supports such as Zoom.
- Have a working knowledge of child protection guidelines.
- Work in partnership with a wide range of agencies.
- Communicate to a range of audiences in an engaging way.
- Advocate, on behalf of Armed Forces Children and Young People, to a wide range of individuals and agencies, regarding their mental health and wellbeing.
- Initiate, engage in, and promote meaningful opportunities to support the mental health and wellbeing of Armed Forces children and young people.
- Manage own time and workload to effectively prioritise and meet deadlines.
- Ability to evidence work and contribute to funding reports.
- Ability to work both collaboratively as part of a team and on own initiative.
- Good verbal and written skills and the ability to communicate clearly and sensitively.
- Self-motivated, team working and ability to use initiative.
- Use digital technology including communications and office applications.

Commitment to:

- Children's rights and ensuring that this is filtered through all aspects of the role.
- Promoting and developing an inclusive stigma-free environment that supports mental health and wellbeing.
- The values and ethos of co-production alongside children and young people.
- Working in partnership with young people, empowering them to make decisions about their own lives.
- Developing and sustaining a caring, listening service that values the mental health and wellbeing of children and young people.

### **ADDITIONAL INFORMATION**

A full driving licence and access to a car is required. The post will cover the West of Scotland and, therefore, will include a significant amount of travel. The post holder will need to be prepared to work flexibly, including evening, weekend and occasional overnight stays. We encourage applicants that have lived experience of mental health for this role. We would also encourage applicants from an Armed Forces background.