**Role Specification**

Job Title: **Intensive Support Practitioner – Weaver Bird Project**

Salary Grade: £23,100 pro rata

Hours: 12 hours per week (over 2 days)

Location: Based at 184 Stapleton Road Easton Bristol, BS5 0NZ (but will travel across Bristol and South Gloucestershire as required).

Accountable To: The Director

Accountable For: Students on placement

Job Purpose

The post holder will work in with isolated often vulnerable migrant women from BAME communities.

1. Work with women with diverse cultural backgrounds and ages, using interpreters when necessary and should be committed to equal opportunities
2. To facilitate tailored themed workshops, provide one to one and group work programmes to BAME vulnerable women
3. Deliver one to one and group therapy to BAME women
4. To provide line management support to students on placement.
5. To liaise and represent Nilaari to partners in Avon & Wiltshire Partnership Mental Health NHS Trust, Bristol Refugee Rights, Borderlands, children centres/nurseries, Somali Forum, Health Centres and other VCS organisations.

Key Relationships

* Nilaari Director
* Nilaari Practitioners
* Partners (Wellspring Healthy Living Centre, Bristol Refugee
Rights, Refugee Women of Bristol, the Haven etc) across care pathways for adults and young adults.
* Representatives and users of voluntary groups.
* Children Centres/nurseries

Job Description

1. provide quality practical and emotional care and support to vulnerable migrant women based on their needs through a person-centred approach
2. design and deliver a series of themed workshops that will trigger a focus on mutual/ peer support, trust, empathy, loyalty and friendship whilst creating ways where women can safely share issues important to them.
3. to deliver light touch sessions for up to 8 women at any one time

1. deliver one to one therapy
2. to work closely with migrant women to enable them to access Well-being Therapy services in a way which is meaningful to them
3. to undertake assessments of those referred to the service
4. have a robust uunderstanding of safeguarding for vulnerable adults.
5. to attend internal & external service meetings as required
6. to maintain adequate records of clinical work and provide appropriate statistical returns as required
7. to assist in the evaluation of the service by contributing to data collection and analysis and to participate in research as required
8. to maintain training and continue professional development
9. to offer line management support to students on placements as required
10. attend the fortnightly inhouse supervision with the external supervisor
11. to deliver training internally or externally as required
12. to take specific responsibility for some area of practice within the service
13. to liaise with other professionals and colleagues working in psychological therapies
14. to participate in the forums related to BAME women refugee & asylum seekers and other professional meetings as required.
15. to be aware of and comply with all policies, procedures and directives of the organisation.
16. to maintain and further develop high standards of psychology practice through co-operative work with other counsellors and psychologists and involvement in professional audit.
17. to comply with the counsellors in Primary Care and British Association of Counselling & Psychology code of Ethics and Practice (or appropriate professional body) as well as procedures and government legislation as it applies to the service.
18. to participate in any other activities as agreed with the Director
19. to respect and maintain the confidentiality of all Nilaari clients both internally and with external agencies.
20. to work within the spirit and framework of all Nilaari’s policies, governance, and delivery philosophy, and to keep up to date with relevant training professional development, especially in relation to Confidentiality, Data Protection, Vulnerable Adults, and Child Protection and Safeguarding.

Person specification

Essential criteria

**Qualifications**

* Social Care or equivalent at level 4 or above
* Possession of a recognised counselling qualification or equivalent

**Experience**

1. Experience of identifying and delivering appropriate evidence-based interventions e.g. brief solution focused brief, cognitive behavioural therapy and motivational interviewing interventions
2. Experience of working in a multi-agency environment
3. Experience of carrying out assessments, support planning, formulating action plans and reporting outcomes
4. Have extensive experience of working with BAME communities specifically the migrant communities
5. Experience of providing structured line management support and supervision

**Knowledge**

1. Knowledge and awareness of issues which may have an impact on the lives of BAME women such as poor mental health, trauma, abuse, substance misuse and housing
2. Knowledge of relevant legislation, and associated regulations and guidance in relation to child protection and adult safeguarding procedures and information sharing etc.
3. An understanding of the impact of discrimination on the lives of those from minority ethnic communities and others that experience social exclusion, and an ability to work with people from diverse backgrounds

1. Understanding of, and compliance with, information sharing protocols and confidentiality

**Skills and competencies**

1. ability to use outcome monitoring tools with families to support the monitoring and evaluation of the project and produce accurate data
2. ability to motivate and inspire colleagues from a range of agencies to work together in the best interests of women, service providers and the wider community
3. ability to understand and practice appropriate and legal information sharing within and between agencies
4. the importance of being persistent and consistent in applying interventions
5. excellent written and oral communication skills including the ability to produce reports maintain records and provide data for monitoring purposes
6. proven ability to recognise vulnerable adult issues and safeguarding practices
7. ability to work within boundaries of responsibility and consequences whilst providing hands on practical and therapeutic support

**Other requirements**

1. be willing and able to work flexible hours including some unsocial hours as required by the post
2. possession of a valid driving licence and access to a vehicle
3. ability to be able to offer mentoring to students on placement as appropriate
4. ability to make use of clinical supervision
5. experience of working citywide across Bristol’s diverse communities
6. experience of delivering psychological treatments to women with emotional problems like stress, anxiety and low mood
7. excellent ICT skills
8. ability to maintain confidentiality appropriate to the setting
9. competency in working within a recognised theoretical framework
10. ability to work within a time limit
11. effective communication skills both orally and in writing
12. ability to work effectively with colleagues from other disciplines
13. excellent knowledge of safeguarding and the systems and ethical issues raised by it
14. a willingness and ability to travel and work flexibly to the demands of the role
15. a willingness to work evenings and weekends as required

**Desirable criteria**

1. good working knowledge of current evidence-based therapies, routine outcome measures and their supporting technologies and policy context
2. experience of contributing to service evaluation

Review date: June 2021