

Job Description

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| Job Title | Thorntree – Wellbeing Activities Worker |
| Core Purpose of Job | To provide accessible creative activities for social integration to address isolation, improved health, new skills and develop greater confidence. |
| Organisational Position | Reporting directly to the Team Leader (Line Manager), a member of the Management Team, and as such sharing responsibility for the leadership of the organisation and the management of staff. |
| Key Outcomes | |
| 1 | To provide a quality service to people through effective planning, monitoring, evaluation, and review of their requirements in partnership with them. |
| 2 | To provide person-centred support to people who use the service. |
| 3 | To maintain accurate records and case notes and complete KPI and funding reports on various systems |
| 4 | To ensure the service complies with standards set by S.S.S.C. and meet the contractual and/or regulatory requirements of relevant agencies and stakeholders. |
| 5 | To contribute as an effective team member to the development of the activities of the service. |

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| Accountability | |
| Freedom to act | <p>To work within the framework of, and promote adherence to, Rowan Alba's structure, policies, and procedures to achieve best practice with individuals using our services and those commissioning them.</p> <p>Identify development areas within your role and engage with the coaching opportunities within the organisation to support professional development.</p> |
| Risk Management | <p>To be aware of and work within Rowan Alba's Health and Safety policy and to report any issues of concern and in conjunction with the line manager.</p> |
| Level of problem-solving required | <p>Engage with Tenants with varying levels of support needs and challenging behaviours.</p> <p>A desire to learn new skills and experiences relevant to the role and the service.</p> |

| Communication | |
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| Subject complexity and expertise | THORNTREE work with people who are alcohol dependent, have complex (often homelessness related) health needs and are prone to challenging behaviour and episodic poor physical and mental health. |
| Contact inside the organisation | Giving and receiving objective feedback with other staff, one to one, during team discussions and Support and Supervision. |
| Contact outside the organisation | Inter-agency working, communication with Housing Providers, Social Care Direct, Social Workers, private support agencies. |

| Competencies required | |
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| Core Competencies | <ul style="list-style-type: none"> • Promote choice, well-being, positive risk taking and the protection of service users from risk of danger, harm, or abuse. • To work with tenants to develop and deliver person-centred support. • To encourage tenants to take an active role in service improvement, their support and in all decisions relating to them or their tenancy. • To provide support to service users that responds positively to challenging behaviour. • To act as an advocate, or facilitate advocacy, where appropriate by acting on behalf of people who use the service. • To promote effective communication and joint working partnership with a range of agencies to ensure the best possible outcomes for service users. • To record and report information in accordance with operational guidelines and regulatory requirements. • To promote, monitor and maintain health, safety, and security within the working environment. • To respect – as is included in the Ethos of Rowan Alba – service users lifestyle choices. • You will help our tenants maintain active and independent lives through the creation and delivery of individualised activity plans based on their interests, abilities, and life experience. |

- Coordinate a calendar of entertainment within Thorntree for both indoor and outdoor activities.
- To ensure a variety of daily activities suited to tenants' lifestyles are taking place in-house throughout the day.
- To formulate an activity profile for each individual tenant through liaison with tenant and support staff.
- Build relationships with tenants, their friends and family members tailoring individual lifestyles.
- Liaise with senior staff in respect of relative medical or care information regarding tenants and risk assessments.

Person Specification

| Experience | |
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| Essential | <ul style="list-style-type: none"> • Demonstrate experience in delivering all aspects of the Job Description. • Demonstrate commitment to service user participation • Able to manage and resolve conflict • Able to generate own work and work with minimum supervision. • Leadership skills |
| Desirable | <ul style="list-style-type: none"> • Minimum of one years' experience of service delivery within a social care setting. • Experience in homelessness and rough sleeping • Creating activity programmes within a residential setting • Responsible for providing stimulation and encouragement to tenants through entertainment, activities, and community links • Recruit and maintain volunteers. • Coordinate volunteers to deliver activities. • Guide and lead the volunteers and provide regular support and supervision |

| Knowledge and understanding | |
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| Essential | <ul style="list-style-type: none"> • Of issues faced by people who use the service • Understanding of regulatory requirements including SCSWIS and SSSC Code of Practice. • Knowledge of best practice in the provision of support services. • Understanding of the different types of activities tenants will enjoy. |

| Skills, education, qualifications | |
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| Essential | <ul style="list-style-type: none"> • Good verbal and written skills • Numeracy Skills • IT literate – be competent working with Microsoft Word or equivalent • Able to work under pressure and deliver results • Able to create an environment where residents feel able to |

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| | <p>participate and contribute ideas.</p> <ul style="list-style-type: none"> • Flexible, creative approach • Organised and dependable |
| Desirable | <ul style="list-style-type: none"> • SVQ Level (Adults) qualification or willing to work towards it. • Presentation skills • Creative flair with a range of practical skills e.g., arts & crafts. • Ability to motivate and engage people with good negotiation skills. • Ability to plan a calendar of activities. |

| Other essential requirements | |
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| Essential | <ul style="list-style-type: none"> • Work effectively with a team; promoting and contributing to effective communication; working effectively in partnership with other professionals and demonstrate a commitment to the ongoing delivery of effective and appropriate service administration. • Ability to establish and sustain trust and confidence with colleagues, service users and the public promoting and representing Rowan Alba positively and professionally at all levels. • Ability to demonstrate resilience in dealing with emotions, distress, and challenging behaviour. • Committed to the demonstration of respect and compassion towards those we work with. • Positive outlook, self-motivated and flexible. • Committed to supporting those who face disadvantage or stigma, |