

rock trust

ENDING YOUTH HOMELESSNESS

Job Pack



hello@rocktrust.org



0345 222 1425



rocktrust.org



@RockTrust

Who we are

We are Rock Trust and our vision is an end to youth homelessness in Scotland

For 30 years we have been working to prevent youth homelessness and to support young people to build better futures.

We aim to ensure that every young person in Scotland has access to expert youth specific services to assist them to avoid, survive and move on from homelessness. We work to ensure that the public, policy makers, commissioners and practitioners understand the issues, make decisions and take action which will help us to end youth homelessness.



Over 600 young people supported last year

Now working in Perth, Fife, Glasgow, East Lothian, West Lothian and Edinburgh

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As well as providing routes away from homelessness and into secure housing options, we also support young people with their mental health, employability and independent living skills.

Every young person is different and no single version of support is appropriate for every person.

We want to prevent young people experiencing homelessness at all, but where this isn't possible, we're determined to make sure that any experiences of homelessness are brief and non-recurring.

Kate, CEO



Kate Polson
Chief Executive

Life at Rock Trust

Safety Fairness Respect Positivity

These are Rock Trust's values and they exist for our staff, volunteers and the young people we work with. They underpin everything we do, including how we measure success and reflect on our work.

When we interview new potential colleagues we always ask them to talk to us about these values and their personal relationship to them. This really helps us get to know people, and see how they might fit into Rock Trust. Crucially, we've had feedback that it also helps break the ice and show people what working at Rock Trust is like because of what is important to us.



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I love building and nurturing relationships to allow young people to feel safe and heard, it's a privilege and honour to support them.

Each day I'm growing and learning and always feel supported by my colleagues around me who are brimming with knowledge, empathy and compassion.

Caitlin, Art therapist



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I've always had an urge to help save the world, and working at Rock Trust scratches that itch!

They put so much emphasis on their own evolution, and as a member of the Equalities Group, I get to help guide that change.

Chris, Support Assistant



What we can offer

We pride ourselves on being an inclusive and welcoming organisation, building on everyone's strengths, and working together. By investing in and supporting our teams we can get the best outcomes for the young people who need us.

Talent Development. Colleagues are encouraged to become leaders and to grow and develop

Core and individual training opportunities

Employer Pension Contributions

Employee Assistance Programme (EAP)

£50 eye care voucher every 2 years

Benefits Platform with access to online discounts and freebies

Interest free season ticket loans

Enhanced Maternity, Paternity and Adoption Leave

Life Assurance of 3 x your annual salary

Annual Leave purchase scheme - opportunity to buy an additional 5 days Annual Leave

Flexitime

A funded Social Committee responsible for organising social activities for everyone

Cycle to work scheme



Flexible working with a healthy mix of time at home and in the office has allowed me to fit my part-time hours around the children's school day.

It's really made all the difference to my work / life balance.

Pete, Management Accountant

Our teams

- Senior Management Team



in *Kate Polson*
Chief Executive



in *Jack Killie*
Director of Operations



in *Alistair MacDermid*
Assistant Director



in *Gary Neil*
Assistant Director

- People and Business Support Team
- Finance Team
- Services | East and South Teams
- Services | West and North Teams
- Services | Youth Development Team
- Properties and Facilities Team
- Communications and Fundraising Team
- A Way Home Scotland Coalition

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Rock Trust haven't just supported me to develop in my role, they've helped me through a bereavement, through a pandemic (!), and through starting my own family.

They understand that work is just one part of life and everyone is dealing with different things.

Maddy - Communications & Fundraising Manager

Job Description

Job Title:	Health and Wellbeing Worker
Contract:	Full-time (36.25 hours per week fixed term to 30 June 2023)
Grade:	4
Location:	55 Albany Street, Edinburgh, EH1 3QY
Salary:	£25,344 - £30,854 depending on experience

The role:

The Health and Wellbeing Worker will be working along side two art therapists and a peer mentor project worker in the team. The team's focus is supporting young people's mental health who are at risk of or experiencing homelessness. They will receive individual and group clinical supervision.

The Health and Wellbeing Worker will be based within the Youth Development Team but will work with other teams in the organisation. The Health and Wellbeing Worker will use a person-centered approach with young people to build trust and enable them to improve outcomes with a focus on:

- Mental and emotional health, self-esteem, and confidence
- Relationships, boundaries, and safety

The Health and Wellbeing Worker will work with young people within drop ins, one-to-one support, and group work. Where appropriate they will support young people to gain additional support from statutory services.

Reporting to:

Team Leader, Health & Wellbeing Team

Person Specification

Key Responsibilities:

- Provide support to young people on a needs led basis within a flexible framework and varied settings, including one to ones, issue based group work and drop ins.
- Promote the development of resilience in young people.
- Promote and maintain a service user involvement ethos across services.
- Work within legal frameworks such as: National Care Standards for Housing Support Services, GIRFEC, Child Protection and POVA.
- Maintain effective record keeping systems and information for the purposes of monitoring and evaluation.
- Develop partnership working in a manner that promotes the work of Rock Trust and facilitates appropriate referrals.
- Provide formal and informal support and supervision to sessional staff and volunteers as directed by the Service Manager.
- In conjunction with other staff, provide a cost-efficient service and source additional funding where appropriate.
- Participate fully in the evaluation of current services and the development of new initiatives.
- Contribute to 'best practice' initiatives within Rock Trust
- Ensure an awareness and application of organisational policy and procedures and to contribute to the promotion of good practice.

Professional and personal development:

The Health and Wellbeing Worker is expected to maintain an up to date knowledge of all relevant legislation, policies and good practice. It is Rock Trust's desire to encourage and enable the personal and professional development of members of staff and, to that end, will support staff in line with the requirements of the job and the responsibility of Rock Trust. The Health and Wellbeing Worker will be expected to undertake such appropriate training as is necessary to facilitate this.

Person Specification

Essential

- Current professional registration with appropriate governing body (HCPC, BACP, or BAAT).
- Ability to manage a caseload within a working theoretical model.
- A working knowledge and experience of Person Centred Practice.
- A minimum of 2 years' experience of supporting young people through one to one support.
- A minimum of 2 years' experience of developing and delivering group work to young people.
- Excellent communication skills - oral and written.
- Ability to work on own and to use initiative.
- Assessment and problem-solving skills.
- Ability to work effectively as part of multiple teams.
- IT skills in Word, Excel, and Outlook.

Desirable

- Additional post qualifying qualifications such as CBT, Counselling, Health Promotion, Mental Health First Aid.
- Driving Licence and access to a car.
- Completed ASSIST training
- Willingness and ability to work unsocial hours.
- Knowledge of the health and wellbeing issues affecting young people who have been homeless or are vulnerable to homelessness, including Care Leavers.
- Experience of working in partnership with voluntary and statutory services.

How to apply...

Please submit a CV and Cover Letter

- Your cover letter should contain the same information as a personal statement - why have you applied, what can you bring to the role and how does your skill set meet what we're looking for, as set out in the job description / person specification
- Your CV should contain contact details, full job history – with gaps explained, qualifications, and references
- Please also complete an Equal Opportunities and Criminal Convictions Declaration form
- Submit your documents via the appropriate vacancy portal link on our website

If you don't have a CV, please fill out an application form instead.

We will review applications daily and will be in touch as soon as possible if we'd like to invite you for interview. If you would like to speak to someone about the role in more detail, or if you face any obstacles to completing an application, please get in touch.

[Application Form](#)

[Equal Opportunities Form](#)

[Criminal Convictions Declaration](#)

www.rocktrust.org/vacancies



Good Luck!