

Information Pack

Wellbeing Support Worker

for Make It Your Own

Thank you for your interest in applying to work with Impact Arts.

This pack outlines:

- Summary of Job Information
- The application process
- Who we are
- Further detailed information about the role of Wellbeing Support Worker for Make It Your Own
- The benefits of working with Impact Arts

Summary of Job Information

Job Title	Wellbeing Support Worker
Salary	£24,804 0.8 FTE (£19,843 <i>pro rata rate</i>)
Location	Various Locations across North Lanarkshire
Travel	Will be required between Impact Arts projects
Reporting to	Programme Manager
Responsible for	N/A
Duration of contract	Permanent
Working Hours	0.8 FTE - 30 hours per week. This service is a needs led, co-produced service. Therefore there may be a requirement to provide services in the evening and at weekends. Initial 12 week block of delivery will be Tuesday to Friday, following which we will review the needs of the client group.
Closing Date	9am Monday 29 th July
Interview Dates	We will aim to hold interviews w/c 5 th August 2024 The exact date will be confirmed in due course.
Expected Start Date	2 nd September 2024



Impact Arts are happy to discuss any flexible working requests.

Glasgow & The West

Impact Arts
105 Brunswick Street,
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60 Bank Street
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The Application Process

Please click this link to download an application form: [Impact Arts application form](#)

An equality and diversity monitoring form is also available on our website. Completion of this is encouraged but is voluntary. All data collected is confidential and will only be used for monitoring purposes.

Please be as specific as possible in your answers, as shortlisting will be based on the information you supply. CVs will not be considered.

The deadline for applications is Monday 29th July at 9am. All completed applications should be sent to jobs@impactarts.co.uk by this deadline.

If you are invited to interview, we will liaise with you to arrange a time that suits and endeavour to accommodate any other work or caring responsibilities you may have.

We will share interview questions in advance and confirm who will be interviewing you.

If you have any queries or would like to discuss the role in more detail, please contact jobs@impactarts.co.uk or call 0141 575 3001.

Reasonable Adjustments

In all of our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, and welcome all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that recruitment processes are not barriers for applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to share your skills and relevant experience), please get in touch with jobs@impactarts.co.uk or 0141 575 3001.

If you are successful and offered a job, we will also discuss ongoing reasonable adjustments before you start work.

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Who we are

Established in 1994, Impact Arts is an innovative Scottish arts charity tackling inequalities in a diverse range of communities through unique creative engagement techniques, including painting, drawing, printmaking, sculpture, photography, filmmaking, animation, and music.

Impact Arts specialises in using creative engagement to address the challenges of poverty, improve health and as a way to excite, involve and deliver meaningful impacts for each member of the communities we work in. The common challenge faced by all is that of poverty and its side effects, particularly poor mental health and life chances.

It is our mission to tackle inequalities in Scotland through creative engagement and we envisage a Scotland where everybody believes in the power of creativity to transform lives.

In 2020/2021 over 7,000 people actively engaged with Impact Arts in creative activity and over 3,000 workshop sessions were delivered. You can learn more about [Our Impact](#) here.

To achieve our aim of tackling inequalities through creative engagement, Impact Arts offers a number of services, including those working with young people, children, older people and communities. For further information on [What We Do](#) please visit our website.

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

We have over 50 staff and 80 sessional artists working on services across Central Scotland with our Head Office in Glasgow City Centre as well as a permanent base in Irvine, North Ayrshire, and services currently offered in Edinburgh, North Lanarkshire, Renfrewshire, West Dunbartonshire, Falkirk and East Ayrshire.

As a compassionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work. More information about the [benefits of working with us](#) can be found on our website.

We work with multiple partners and funders all with a strong shared ethos that #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Creative Scotland, National Lottery Community Fund, multiple local authorities, as well as a range of other foundations and trusts such as the Corra Foundation and Robertson Trust.

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Our Values

Inclusive

We are non-judgemental and embrace diversity

Creative

We are artists, makers, thinkers and innovators

Kind

We are compassionate, caring and person-centered

Brave

We are bold and ambitious and embrace challenges

Fun!

We love to play and bring joy to peoples lives

Detailed information about the Role of Wellbeing Support Worker

Background to the position

Funded through North Lanarkshire Council and as part of the Early Help and Family Support Partnership with Barnardos, Action for Children and Home Start GNNL you will deliver group activities for families across North Lanarkshire. Make it Your Own is a Creative interior design project supporting those with poor mental health, experiencing multiple deprivation or struggling to sustain a tenancy (not an exhaustive list).

This tenancy sustainability programme provides bespoke support that helps families take ownership of their tenancy and develop and make it in their style.

Participants benefit from practical decorating support and equipment, a home improvement budget as well as life-skills training and development (e.g. financial management, setting of routines) and support to set goals for the future, one step at a time.

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Your Role

As Wellbeing Support Worker you will work alongside the Interior designer to support families/parents to identify their own needs and develop coping strategies for themselves; connect with other parents/families, access peer support, and develop their local support networks by linking in with other local organisations which can support other aspects of family life e.g. benefits, welfare, food security, relationship support, nutrition etc.

Purpose

The Make it Your Own (MIYO) programme's aim is to support families and parents/carers to:

- Have improved skills and confidence
- Feel more secure and have increased sense of belonging in their homes
- Maintain a tenancy successfully.
- Have barriers to progression identified and removed

This will be achieved by supporting individuals to:

- Identifying their vision of their home
- Designing and planning creative interior design projects
- Creating items or completing decorating projects
- Achieving personal and practical goals
- Identifying opportunities for personal progression

Participants will be engaged through a variety of one to one and group sessions, as well as home visits. Workshops will involve sewing soft furnishings, upcycling furniture, making artworks and small arts and crafts and any other home interior design projects as identified by participants.

Group workshops will be delivered from multiple locations and delivery staff will be expected to travel between locations.

Main Responsibilities:

- To be a friendly and engaging source of information about health, wellbeing, and preventative approaches.
- To provide non-judgemental and non-discriminatory support, respecting diversity and lifestyle choices and working from a strength-based approach in order to focus on each individual's assets.
- To organise and deliver weekly wellbeing workshops and sessions on identified areas of need, inclusive but not exclusive of health, nutrition, exercise, and other non-visual creative formats.
- To support with the delivery and running of creative workshops as and when required. Including setting up and clearing down the space before and after workshops.
- Delivery of one to one sessions where required.
- First point of support and contact for participants

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- Personal development planning with participants
- Supporting participant into and/or identifying progression opportunities
- To help participants identify the wider issues that impact on their health and wellbeing, such as debt, poor housing, loneliness, and caring responsibilities.
- To provide personalised individual signposting and advocacy support as required.
- To create a comprehensive database of locally available resources and to explore innovative ways of sharing and signposting these to participants.
- To establish and maintain effective liaison with stakeholders including health, voluntary, social, and statutory providers, attending relevant meetings as necessary.
- To ensure programme evaluation, reports and case studies are completed to a high standard and in a timely manner.
- To maintain records that monitor progress against funder requirements and to ensure that Impact Arts' salesforce database is kept up to date with participant and workshop details.
- To maintain records in accordance with data protection guidelines and maintaining individual confidentiality at all times.
- To ensure appropriate risk assessments are conducted and health and safety policies complied with.
- To uphold and champion the values of Impact Arts.
- To assist in the marketing of programmes.
- To represent Impact Arts at events.
- To participate in training, meetings and events as required.
- To carry out any other duties appropriate to the post in line with Impact Arts' needs.

Person Specification:

Impact Arts is looking for people with the following qualities, experience, knowledge and competencies.

Qualifications and Experience

- SCQF level 8 in a relevant subject or equivalent comparable experience.
- At least 2 years' experience in supporting individuals in community settings and providing advice and signposting.

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- A comprehensive knowledge of local support organisations, networks and available resources that are relevant to the programme.
- Experience of working with parents/vulnerable adults and/or children and families services.
- Experience of organising and facilitating group wellbeing workshops and activities.
- Experience and understanding of the importance of maintaining confidentiality and data protection procedures.
- **Desirable:**
- Creative background and or interests and a willingness to develop new skills within this area
- Driving licence

Technical Skills and Knowledge

Excellent interpersonal and advocacy skills and an ability to quickly relate to people in a non-judgemental way

Empathy and understanding of the needs of individuals

Ability to work creatively, independently, and autonomously in a community environment

Competent IT skills including MS Word, Excel, PowerPoint and Outlook

Good time management skills and ability to meet deadlines

Personal Skills and Qualities

- Approachable and empathetic manner.
- Energy and commitment.
- Imaginative.
- Excellent communication skills with people of all ages.
- Good self-management, organisational and planning skills.
- Good time management skills and ability to meet deadlines.
- Strong team player, allowing everyone to play to strengths.

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Disclosure Scotland

Successful candidates will be required to join the PVG scheme or to apply for a PVG update / undergo a Basic Disclosure check.

The cost of this will be covered by Impact Arts.

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