

Mental Health Support Workers - Neurodiversity
Job Description, Responsibilities and Person Specification
and Values Statement



Job Description:

Job Title:	Mental Health Support Worker x 3 positions – (Neurodiversity).
Location:	Based in West Dunbartonshire (Alexandria, Clydebank, Dumbarton)
Reports to:	Services Manager
Hours of work:	35 hours per week, some evening work may be required. Job share applications will be considered.
Salary:	£26500 - £27500 (prorated for part time candidates)
Closing Date:	Friday, 20th September 2024 at 4pm

Summary of Position:

We are seeking three (whole time equivalent) compassionate and dedicated Mental Health Support Workers to provide specialised support for individuals with common mental health challenges who are also neurodiverse. As part of our team, you will play a key role in improving the mental well-being and quality of life of individuals with conditions such as Autism Spectrum Disorder (Condition), ADHD, Dyslexia, and other neurodiverse conditions.

These positions will be based across West Dunbartonshire, serving the local population and will involve working directly with service members in various settings, including Stepping Stones spaces, the local community, community centres, and healthcare facilities. This support will be offered to people depending on assessed needs, and will be person centred and promote good mental health, wellbeing and recovery. The positions are funded by the National Lottery, West Dunbartonshire Health and Social Care Partnership and Stepping Stones.

Key Responsibilities:

- **Support Planning and Implementation:**
 - Develop and implement personalised support plans in collaboration with service members, their families, and other healthcare professionals.
 - Ensure support plans are tailored to meet both mental health needs and neurodiverse requirements.
- **Direct Support:**
 - Provide emotional and practical support to individuals with neurodiversity and common mental health issues, helping them to manage daily tasks and challenges.
 - Assist service members in developing coping strategies, improving self-confidence, and enhancing social skills.
 - Support service members in accessing community resources, including education, employment, and recreational activities.
- **Crisis Intervention:**
 - Respond effectively to mental health crises, using de-escalation techniques and working with relevant professionals to ensure service member safety.
 - Provide support during challenging times, ensuring a calm and reassuring presence.

- **Advocacy and Empowerment:**
 - Advocate for service members' rights and needs within various systems (e.g., healthcare, social services, education).
 - Empower service members to make informed decisions about their care and support, promoting independence and self-determination.
- **Collaboration and Communication:**
 - Work closely with multidisciplinary teams, including community and primary community mental health teams, social workers, and educators, to ensure a holistic approach to care and support.
 - Maintain accurate and up-to-date records of service member progress, support provided, and any changes in their condition.
 - Communicate effectively with service members, families, and other stakeholders to ensure a shared understanding of support goals and outcomes.
- **Continuous Professional Learning:**
 - Participate in ongoing training and development opportunities to stay informed about best practices in mental health and neurodiversity support.
 - Reflect on practice and seek supervision to maintain high standards of care and support.

PERSON SPECIFICATION (MENTAL HEALTH SUPPORT WORKER)

Attributes	Essential	Desirable	How Assessed?
Experience	<ul style="list-style-type: none"> • Experience working with individuals with neurodiverse conditions and/or mental health issues. • Experience of person centred working and inclusive practice. • Experience of team working. • Experience of direct working with people who have common mental health problems in a community, social care or healthcare setting. • Experience of managing self - care. • Experience of supporting people with difficult life chances. 	<ul style="list-style-type: none"> • Experience of working with other agency's staff. • Experience of networking with a number of different agencies. • Lone working in a social care setting. • Experience of working in a customer care setting. 	Application form and interview
Qualification / Education / Training	<ul style="list-style-type: none"> • A willingness to work towards a recognised Social Care qualification within an agreed timescale. • Further education to SCQF level 6 or above. • Evidence of continuous professional learning, or development. 	<ul style="list-style-type: none"> • Relevant qualifications in mental health, counselling, psychology, or a related field. • A willingness to work towards a recognised Social Care qualification within an agreed timescale. • Trained in trauma informed practice. • Training in equality and diversity. 	Application form, interview and production of certificates, post interview
Skills, abilities and knowledge	<ul style="list-style-type: none"> • Well developed communication skills both verbal and written. • Computer skills. • Have an ability to problem solve issues with service members. • Be able to plan and prioritise workload. 	<ul style="list-style-type: none"> • An understanding of current policy and legislation in relation to mental health and neurodiversity. • Knowledge of the SSSC's Codes of Practice and the Health and Social Care Standards. 	Formal and informal interview

	<ul style="list-style-type: none"> • Knowledge of health and safety and safe working in a social care environment. • Ability to support members' life changes. • Ability to undertake group work activity in partnership with members. • Ability to compile support plans in partnership with members. • Ability to work under pressure and to deadlines. 	<ul style="list-style-type: none"> • Ability to be creative in your work with members. • Knowledge of current initiatives and demonstrable practice around the recovery approach. • Understanding of the welfare benefits system. • Knowledge of databases, Microsoft packages, social media platforms. 	
Personal Qualities	<ul style="list-style-type: none"> • A commitment to equal opportunities and challenging prejudice, stigma and discrimination. • The ability to work flexibly and as part of a team. • Must be committed to continuous personal development. • Must be a positive, enthusiastic, motivated individual. Committed, honest and approachable. • Willing to learn new things. • Open to change. • Must be a positive, enthusiastic, resilient, friendly, motivated individual with a win/win and can do attitude. 	<ul style="list-style-type: none"> • A commitment to the principles of the recovery approach. • A commitment to trauma informed practice. 	Formal and informal interview



Funded by the following agencies with thanks.



Stepping Stones Values

We expect all of our staffs, volunteers and trainees to act in a way which shows they understand our core values and are willing to put them into practice with service members, their friends, family and carers and also other staff members.

Our Values (**BELIEVE**) Statement should be read in conjunction with the Job Description.

Our values are based on the acronym **BELIEVE**. This is an iconic word in Stepping Stones, borne out of Wellness Recovery Action Planning activity, and it is commonly used in our individual work and in our group activities. A values exercise with trustees and staffs in 2018 developed the concept and the definitions associated with the words.

#BELIEVE

- **B**e the best that we can be to support our people;
 - The organisation will ensure that it supports its human resource in whatever way it can to ensure our services meet the expectations of the people who utilise them;
- **E**mpower and enable members to connect with their communities;
 - Support our members to fulfil their potential and contribute to their communities in a way that is meaningful and helps build their resilience and capabilities;
- **L**ead the way in addressing inequality in our communities;
 - Stepping Stones will have a community presence and will undertake activities that address wider issues that impact the way mental health is perceived in the public domain;
- **I**nnovate so that we can be great at what we do;
 - We will seek ways in which to design services that have the greatest impact on our mission and maximise the organisations potential;
- **E**mpathise with and support those who reach out for help;
 - We will ensure our service portfolio is relevant and up to date and respond as quickly as we can to those who are in distress;
- **V**isualise a better future for people with mental health issues;
 - We will ensure what we do is available to all sections of the community by marketing our services appropriately;
- **E**xpect the best out of our staff, volunteers, trainees and peers;
 - We will give our colleagues the opportunity to be the best that they can by supporting them in their aspirations for personal development to increase their competences and build their capacity and resilience;