

Job Description

DIRECTORATE:	Social Services & Wellbeing
DEPARTMENT:	Adult Social Care / Learning Disability, Mental Health & Substance Misuse / Home Treatment Team
POST:	Community Support Worker – Home Treatment Team
GRADE OF POST:	GR07
RESPONSIBLE TO:	Senior Practitioner – Home Treatment Team
JOB PURPOSE:	

This Community Support Worker role is based in the Home Treatment Team, Princess of Wales Hospital.

Working alongside a team of multi-disciplinary professionals, you will provide dedicated recovery-focused intervention and support to individuals having mental health or accompanying substance misuse issues as a result of their prevailing social situation.

You will work with people in a strengths-based, outcome focused way, focusing on 'what matters' to people and their strengths and capabilities.

You will actively promote our 'Strengths-Based Model of Practice-Working to Achieve Outcomes'.

PRINCIPAL RESPONSIBILITIES AND ACTIVITIES:

- Working closely with individuals, supporting them in their recovery to address their mental health and/or substance misuse issues and achieve their outcomes. This will include actively completing brief interventions with individuals to support them to remain independent, which may also involve direct work with carers.
- Undertake research as required and provide individuals and their carers, with the appropriate advice, information and help to access practical support. This could include signposting to appropriate agencies and support networks that are available in the community.
- Undertake strengths-based, outcome focused assessments in order to ascertain the support and help that such individuals might need.
- Take all reasonable steps to ensure the safety of individuals and others, as well as members of the community, ensuring any safeguarding issues are readily reported.
- Co-facilitate groups offered by the team, for individuals with presenting needs relating to mental health, substance misuse or homelessness, monitoring and

assessing risk to ensuring the safety of other group members and staff. Monitoring of stock, such as food provisions, gloves or materials required for the group, and room availability.

- To actively participate in weekly referral meetings, contributing to decision making and reporting on progress of individuals or identified difficulties.
- Work closely with relevant professionals to review cases, care/support plans, and proposing appropriate intervention and/or activities whilst working within the legislative, regulatory and policy frameworks.
- Liaise and advocate with other agencies on behalf of the individual, and review to ensure that agreed plans of care and support are being adhered to.
- Be available to accompany AMHP's to Mental Health Act assessments if required, as in keeping with the Council's Lone Working Policy.
- Undertake regular supervision with senior social workers, and report any issues directly to them.
- Identify, manage and mitigate potential risks to self and others by applying existing risk protocols and guidelines.
- To adhere to the All Wales Safeguarding Procedures.

GENERAL DUTIES

Health and Safety

To fulfil the general and specific roles and responsibilities detailed in the [Health and Safety Policy](#)

Equal Opportunities

To ensure that all activities are operated in accordance with Equal Opportunities legislation and best practice.

Safeguarding

Protecting children, young people or adults at risk is a core responsibility of all employees. Any concerns should be reported to the Adult Safeguarding and Quality Team or Children's Safeguarding Assessment Team.

Review and Right to Vary

This Job Description is as currently applies and will be reviewed regularly. You may be required to undertake other tasks that can be reasonably assigned to you, including development activities, which are within your capability and grade.

Criminal Records Check

This post requires a criminal records check through the Disclosure & Barring Service (DBS).

Person Specification

Community Support Worker – Home Treatment Team

The following attributes represent the range of skills, abilities and experiences etc relevant to this position. Applicants are expected to meet the attributes that have been identified as essential.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
Qualifications, Education & Training	Educated to either Level 3 Diploma in Health and Social Care (Adults) Wales and Northern Ireland OR Level 3 Diploma in Health and Social Care (Children and Young People) Wales and Northern Ireland, or relevant predecessor qualification, or willing to attain the qualification.	Yes	Production of original Qualification Certificates and application form.
Knowledge & Experience	- Experience of providing direct interventions and support to people with mental health needs and/or those presenting with substance misuse issues. - A good understanding of mental health issues and substance misuse. - Understanding of social care issues, as identified in the Social Services and Wellbeing (Wales) Act 2014 and the Mental Health (Wales) Measure 2010. - Knowledge and understanding of the support mechanisms that provide assistance to individuals with mental health issues and/or those presenting with substance misuse.	Yes Yes Yes Yes	Interview, application form, and selection process.
Skills & Personal Qualities	- Ability to form constructive working relationships with colleagues, individuals, their families and carers. - Have an understanding of the needs of individuals and their	Yes Yes	Interview, application form, and selection process.

Attributes	Requirements	Essential	Method of Evaluation/ Testing
	families who have mental issues and/or use substances.		
Skills & Personal Qualities (continued)	• Ability to communicate clearly and effectively (both orally and in writing). • To work to the Code of Professional Practice for Social Care. • Ability to demonstrate good organisational skills. • Good IT skills and the ability to use Microsoft Office (Word, Excel, Outlook). • Understanding of the importance of confidentiality and GDPR. • Ability to think creatively in finding solutions to assist individuals and their families/carers with their recovery journeys. • Ability to engage effectively with individuals and maintain clear professional boundaries. • Ability to work flexibly and proactively and maintain accountability for your work. • Awareness of risk with the ability to act calmly in a professional manner whilst dealing with unpredictable and challenging behaviour. • Ability to liaise with carers/supporters to assist with promoting optimum mental wellbeing. • Ability to work professionally and in a non-judgemental manner. • A current, full driving licence and access to a motor vehicle for work. • The ability to communicate through the medium of Welsh.	Yes Yes Yes Yes Yes Yes Yes Yes Yes Yes	Interview, application form, and selection process.

Bridgend County Borough Council

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