



## MENTAL HEALTH & WELLBEING PRACTITIONER RECRUITMENT PACK

### Welcome to Penumbra:

Thank you for wanting to join our team. At **Penumbra Mental Health**, we pride ourselves on being a great place to work where you can grow and thrive in a supportive team.

Penumbra is one of Scotland's largest mental health charities. We support around 1800 adults and young people every week and employ 450 staff across Scotland.

Founded in 1985, we work to promote mental health and wellbeing for all, prevent mental ill health for people who are 'at risk', and to support people with mental ill health to live fulfilling lives.

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## About Us

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. We champion peer workers; they know that recovery is possible, because they've been there too.

The power of people's lived experience enables us to provide pioneering services which transform lives. Find out more here: [penumbra.org.uk](https://penumbra.org.uk)

**Our vision** is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

**Our mission** is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

### We live and breathe our values



Compassion

Courage

Curiosity

Collaboration

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. So, good luck with your application!

## Vision

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

*Our vision is aspirational, ambitious and hopeful. It gives a view of what we aim to achieve*

## Mission

We will deliver exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

*Our mission explains how we aim to achieve our vision. It is the reason we exist.*

## Values

*Our values set our behaviours and actions. These underpin everything we do.*

### Courage

We will do the right thing. Standing up for people, their rights, wellbeing and recovery

### Compassion

We listen and respond with hope, kindness and respect

### Curiosity

We explore, reflect, learn and adapt to create solutions that are best for people's wellbeing

### Collaboration

We will work with those who share our vision and values

## STRATEGIC AIMS

*Our aims describe how we direct our activities towards delivering our Mission*

To make a **positive** difference to people's **recovery** and mental wellbeing.

To value, support and involve **our people**.

To be **innovative** and creative in all that we do.

To continuously learn and **improve** our practice and processes.

To be thought and practice **leaders** in recovery and mental wellbeing.

## Recovery



**10,599 people** is the number of people we supported in 2021-2022



We have added 18 new services this year, including services for adults and young people with eating disorders, peer navigators, psychological wellbeing practitioners and Redress Support Service.



As per strategy we have increased the number of our distress services including 6 additional Distress Brief Intervention associate programmes.

## Innovation



We have increased the number of people viewing our Facebook content by 57% compared to last year by focusing our communications on recovery and lived experience.



**I.ROC Y.ROC**

I.ROC and Y.ROC are used by organisations across 6 countries in the UK and the EU

## People



**92%**

of staff reported feeling proud to work for Penumbra and would recommend Penumbra as a good place to work.

## Improvement



**96.6%**

felt that Penumbra treated them with kindness and dignity 'all the time.'



Approximately **15%** of our workforce are peer workers



**93%**

felt Penumbra does what we say we will 'all the time.'



**98%** said that Penumbra had had a positive impact in their lives

## Leadership



**ALLIANCE**

Our ARDB Toolkit has won the 2021 Alliance Self-Management Resource of the Year award.



The number of users of our website has increased by **59.8%** compared to last year's baseline.

A pioneering charity supporting people on their journey to better mental health

## Advertisement

### Mental Health & Wellbeing Practitioner

**Location: Hybrid working covering the areas provisioned by the service – Lothians, Tayside, Ayrshire & Arran, Grampians, Orkney & Shetland**

**Salary: £22,426 – £23,635**

If you are looking for a rewarding career and to work within an epic team that will help you grow and thrive, then you have come to the right place. Here you can start your day knowing what you do really does make a difference!

We are looking for a Mental Health and Wellbeing Practitioner to join our amazing DBI National team.

A Distress Brief Intervention (DBI) is a time limited and supportive problem-solving contact with an individual in distress.

We are part of a new approach to DBI, working with the NHS24 Mental Health Hub to support people experiencing distress. Along with SAMH, Support in Mind Scotland and some local providers in Lanarkshire, we are providing a telephone/video support service for people across Scotland.

The service receives referrals from the NHS24 Mental Health Hub, Scottish Ambulance Service and Police Scotland contact centres (DBI Level 1). The service (DBI Level 2) then responds by contacting the referred person within 24 hours to discuss their particular issues and the support that can be provided. Support is available for up to 14 days from first contact. Specific training will be given to all staff providing this service to ensure we provide a consistent, connected, compassionate, approach. It is envisaged that currently all support will be provided via telephone/video.

This is an exciting opportunity to join the further development of the DBI approach, which has widely been recognised as innovative and pioneering.

The Mental Health and Wellbeing Practitioner will play a central role in the planning and provision of quality, recovery focused support to people who use the service.

The DBI team is wide spread across Scotland and Mental Health and Wellbeing Practitioners are expected to work autonomously across the service keeping service systems and process' up to date as required including data collection, supported people records and integral service communication tools.

We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

## Job Description: Mental Health & Wellbeing Practitioner

<b>Service:</b>	DBI National
<b>Responsible to:</b>	Service Manager
<b>Salary:</b>	£22,426 – £23,635 per annum (£11.50 - £12.12 per hour) – pro rata if part time
<b>Working hours:</b>	37.5 hours per week
<b>Location:</b>	Home based (Remote working) covering the areas provisioned by the service – Lothians, Tayside, Ayrshire & Arran, Grampians, Orkney & Shetland
<b>Closing:</b>	Sunday 23 <sup>rd</sup> October 2022 at 7pm
<b>Interview:</b>	Wednesday 2 <sup>nd</sup> November 2022
<b>Special conditions:</b>	Scotland based staff only. Part of operational rota to include early mornings, evenings, weekends and public holidays. Robust IT literacy skills advantageous.

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### Job summary:

The Mental Health and Wellbeing Practitioner will assist people who use the service to establish and maintain a meaningful and fulfilling life in the community through providing connected and compassionate support using the DBI Model. The DBI team is wide spread across Scotland and Mental Health and Wellbeing Practitioners are expected to work autonomously across the service keeping service systems and process' up to date as required including data collection, supported people records and integral service communication tools

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### Main duties and responsibilities

- Establish an effective relationship with people who use the service in accordance with Penumbra's policies and procedures.
- Develop outcome-based personal recovery plans for each supported person that promote self –management and social inclusion.

- Co-ordinate delivery of recovery focused support.
- Provide practical support and supervision to Recovery Workers and/or Peer Workers as required.
- Develop effective relationships with other groups and agencies in your area and take opportunities to promote mental health awareness in the wider community.
- Be responsible for maintaining the relevant systems of documentation.
- Provide accurate information and reports as required.
- Provide formal input to Care Management reviews as required
- Be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- Participate in training activities and meetings as required.
- Uphold Penumbra’s Code of Practice.
- Register with the SSSC as appropriate (Supervisor) and maintain post-registration training and learning log to meet ongoing registration requirements.
- Other duties, deemed appropriate to this grade, as and when required.

### Person specification

<b>Qualifications</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>• Working towards SVQ 3 or equivalent as defined by the SSSC, or commitment to achieve within specified time period.</li> </ul> <b>Desirable</b> <ul style="list-style-type: none"> <li>• SVQ3 or equivalent as defined by the SSSC</li> </ul>
<b>Knowledge and Experience</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>• Experience of being in a supportive and enabling role</li> <li>• Demonstrate understanding of mental health and recovery</li> <li>• Experience of working in the mental health and recovery field</li> <li>• Experience of taking a lead role in the planning and delivery of support.</li> <li>• Experience of a person-centred approach to recovery</li> <li>• Core IT skills and ability to input data, basic word processing, manage emails.</li> </ul>
<b>Working with Others</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>• Builds good working relationships with team members and colleagues throughout the organisation.</li> <li>• Is aware of and understands unspoken thoughts, concerns or feelings and is skilled at helping individuals to voice these safely.</li> </ul>

	<p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Builds co-operative relationships, develops networks and promotes partnership working with other professionals.</li> </ul>
<b>Learn and Apply</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Makes best use of own strengths and finds ways to overcome personal challenges.</li> <li>• Demonstrates commitment to keeping knowledge, understanding and skills up to date</li> </ul>
<b>Communication</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Produces structured, accurate and concise written reports.</li> <li>• Can explain complex information in a way which makes it understandable.</li> <li>•</li> </ul>
<b>Managing Self</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Sustains effort to overcome obstacles and feelings of frustration, and is able to maintain a positive view.</li> <li>• Engages in open and reflective debate and provide constructive comments about proposed changes.</li> <li>• Take responsibility for managing own work life balance.</li> <li>•</li> </ul>
<b>Professionalism</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Maintains sound ethical and professional standards at all times, reporting wrongdoing and encouraging others to do the same.</li> <li>• Is proactive in identifying areas for improvement and implements creative developments.</li> <li>• Manages time effectively to ensure tasks are completed and deadlines are met.</li> <li>• Plans ahead for meetings and busy periods.</li> <li>• Ensures the delivery of efficient, effective, high quality services.</li> <li>• Acts as a role model by setting clear standards for service delivery.</li> </ul>

## Conditions and Remuneration



### Salary Package

£22,426 – £23,635 pro rata (usually starting at the bottom of the scale)

### Holiday

33 days per annum including public holidays, rising to 38 after 5 years' service

### Pension

5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme.

### Benefits

- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme, offering free counselling for you and your family
- Employee Discount Scheme
- Death in Service benefits
- Full training and professional development

And so much more!

### Get in touch

For more information contact May Strachan (DBI Service Manager) 07785419861 or Rachel Middleton (DBI Network Manager) 07717423951

For more on our who we are visit: [penumbra.org.uk](https://penumbra.org.uk)

For more opportunities across our teams visit: [penumbra.org.uk/careers](https://penumbra.org.uk/careers)