



MENTAL HEALTH & WELLBEING WORKER 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

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

Join our journey



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.



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

Improvement



96.6% felt that Penumbra treated them with kindness and dignity 'all the time.'



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



93% felt Penumbra does what we say we will 'all the time.'



ALLIANCE

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



Leadership



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 Worker

Location: North and South Lanarkshire

Salary: £20,608 – £21,335

Permanent

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!

If you're looking for a rewarding career and to work within an inspirational team that really does make a difference, this is your opportunity to join our Lanarkshire SLS service.

Penumbra's Supported Living services offer personalised and flexible support to people who are living in their own home. Our staff work across North and South Lanarkshire and offer recovery focused practical and emotional support that is based on the individual needs and goals of each person.

As a Mental Health & Wellbeing Worker, you'll make a difference to people's lives every day. Mental Health & Wellbeing Workers work in small collaborative teams to provide people with recovery focused support to enhance their mental wellbeing. In line with Penumbra's values, Mental Health & Wellbeing Workers assist people who use the service to work towards their individual outcomes and identified goals, as detailed in their personal plan.

Driving license and access to a car are essential for this role.

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 Worker

Service:	Lanarkshire Supported Living Service
Responsible to:	Service Manager
Salary:	£20,608 - £21,335 per annum (£10.57 - £10.94 p/h)
Working hours:	37.5 hours per week
Location	North and South Lanarkshire
Closing:	Wednesday 7 th December 2022 at 7pm
Interview:	Interview date TBC
Special condition:	Will include weekend working, lone working and local travel. Driving license and access to car essential.

Job summary:

As a Mental Health & Wellbeing Worker, you'll make a difference to people's lives every day. Mental Health & Wellbeing Workers work in small collaborative teams to provide people with recovery focused support to enhance their mental wellbeing. In line with Penumbra's values, Mental Health & Wellbeing Workers assist people who use the service to work towards their individual outcomes and identified goals, as detailed in their personal plan.

Main duties and responsibilities

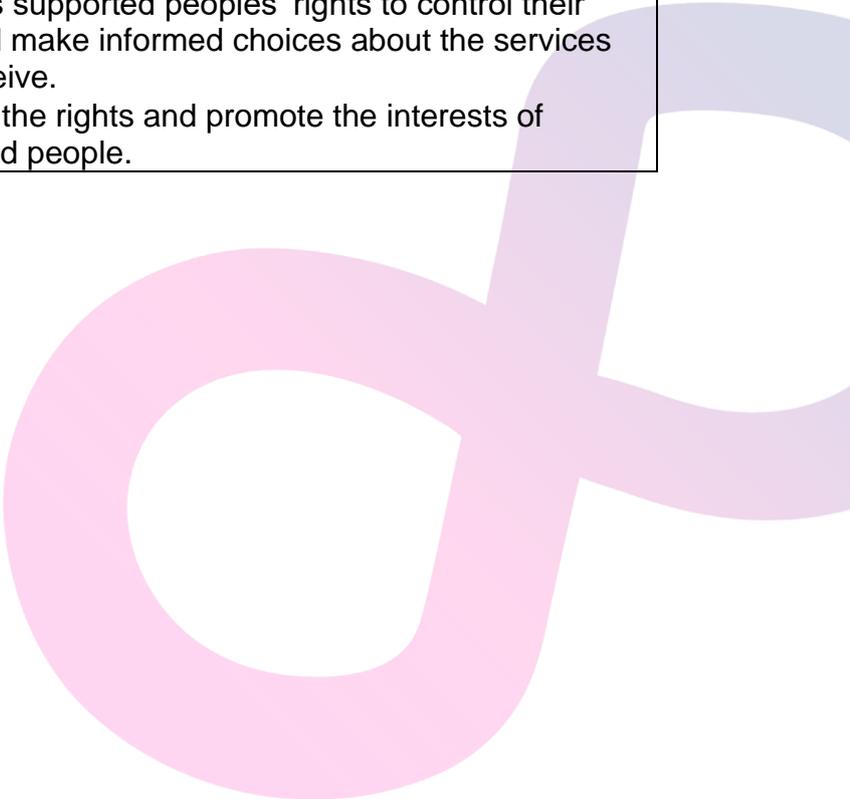
- Assist people who use the service to work toward their identified goals, and move towards a brighter future as per the agreed personal plan.
- Use Penumbra's Recovery tools (e.g. I.ROC, HOPE toolkit)
- Update and maintain relevant recording systems, including computer-based systems.
- Meet regularly with other team members to review progress, approach concerns and plans for moving forward
- Assist in project work as required.
- Work in cooperation with colleagues, and staff from other agencies.
- Work in accordance to Penumbra's policies and procedures.

- 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 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

Qualifications	Essential <ul style="list-style-type: none"> • Good level of educational attainment. Desirable <ul style="list-style-type: none"> • Working towards SVQ3 or equivalent as defined by the SSSC.
Knowledge and Experience	Essential <ul style="list-style-type: none"> • Experience of being in a supportive and enabling role. • Core IT skills and ability to input data, basic word processing, manage emails and electronic diary. Desirable <ul style="list-style-type: none"> • Experience working with a person-centred approach. • Experience of working in the mental health field and or homelessness.
Core Competency – Working with Others	Essential <ul style="list-style-type: none"> • Builds good working relationships with team members. • Works co-operatively with other professionals as required.
Core Competency – Learn and Apply	Essential <ul style="list-style-type: none"> • Is aware of own strengths and development needs. • Demonstrates commitment to keeping knowledge, understanding and skills up to date.
Core Competency – Communication	Essential <ul style="list-style-type: none"> • Speaks and writes clearly and accurately and ensures the message is understood.

	<ul style="list-style-type: none"> • Explains clearly and accurately issues, policies, procedures and other pertinent information. • Conveys sensitive or contentious information tactfully.
Core Competency – Managing Self	Essential <ul style="list-style-type: none"> • Is open to change and continually improving practice. • Has the awareness of when to ask for help and has the confidence to do so, where appropriate.
Core Competency – Professionalism	Essential <ul style="list-style-type: none"> • Demonstrates a commitment to Penumbra’s values. • Works to policies, procedures and relevant legislation. • Maintains sound ethical and professional standards at all times. • Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know. • Projects a positive image of Penumbra at all times.
Role Specific Competency – Supporting People	Essential <ul style="list-style-type: none"> • Supports individuals in line with organisational values, policies and procedures. • Understands recovery and works with a recovery focused approach. • Consistently works with a person-centred approach. • Supports supported peoples’ rights to control their lives and make informed choices about the services they receive. • Protects the rights and promote the interests of supported people.



Conditions and Remuneration

Salary Package

£20,608 - £21,335 per annum (£10.57 - £10.94 p/h)

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
- Employee Discount Scheme with Vivup
- Death in Service benefits
- Full training and professional development

And so much more!

Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Karen Rodger on karen.rodger@penumbra.org.uk

For more on our who we are visit: penumbra.org.uk

For more opportunities across our teams visit: penumbra.org.uk/careers