

# LGBTQ Mental Health Project Worker

Job Pack March 2023 MindOut LGBTQ Mental Health Service



If you would like this information in another format, e.g. large print, colour changes or in audio format please let us know [recruitment@mindout.org.uk](mailto:recruitment@mindout.org.uk)

# Who we are

MindOut is run **by and for LGBTQ people** with experience of mental health issues. Our services are **impartial, independent, non-judgmental** and **confidential**. Service user participation is key in all aspects of planning, delivery and governance of the organisation and its services.

**Our Vision** is a world where the mental health of LGBTQ communities is a priority, **free from stigma, respected** and **recognised**.

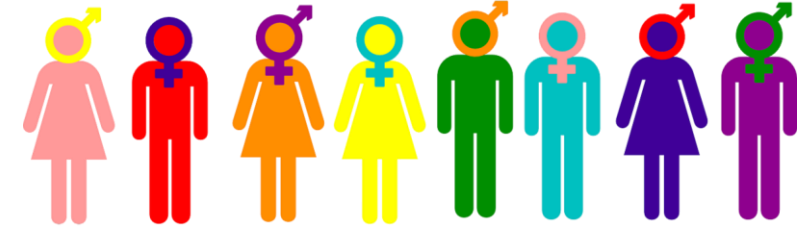


Our Mission is to **improve the wellbeing of LGBTQ people** who experience mental health issues, reduce mental health stigma, and **promote positive mental health** amongst LGBTQ communities.

## Our aims are to:

- **improve mental wellbeing** for LGBTQ people
- **reduce social isolation** in LGBTQ communities
- **reduce suicidal distress** in LGBTQ communities
- **reduce stigma** associated with mental health
- **improve mental health services** for LGBTQ people

# Our values & principles



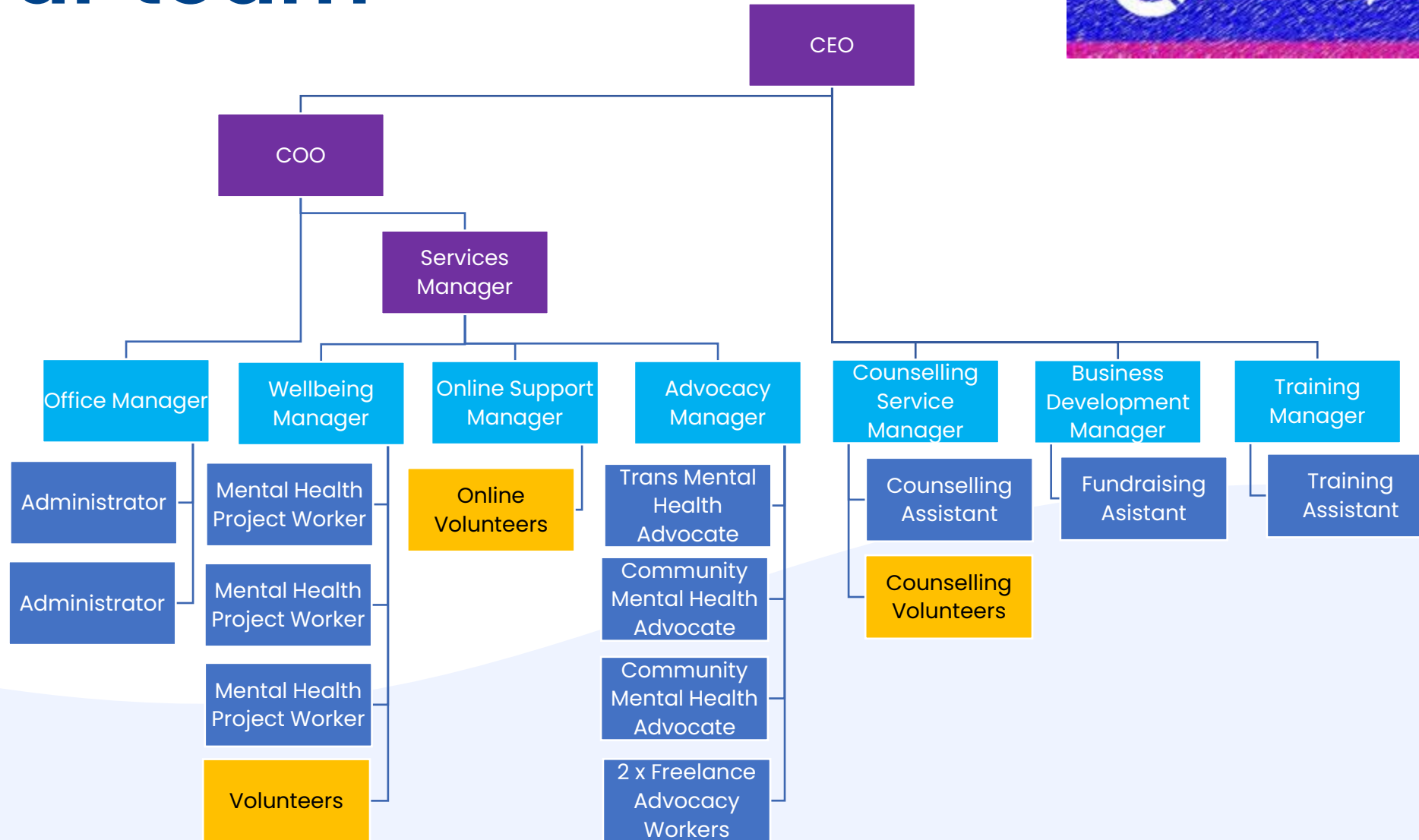
- MindOut is run **by and for LGBTQ people** with **lived experience** of mental health issues
- Wellbeing includes **all aspects of mental, physical and emotional health**, across the whole range of mental health issues
- LGBTQ mental health is a **collective concern** for LGBTQ communities
- We work to **promote equality and the diversity of our communities** and the principle of accessible and safe spaces
- Our work is **co-produced by service users, volunteers** and **staff**; this applies to research, development, design, promotion and delivery
- **Service users are engaged at all levels** of the organisation and supported to volunteer, apply for paid work and become Trustees
- We work to **continuously improve** all we do
- We **invest in our workforce**

# Our support services

- Advice and information
- Trans specific services
- Mental health advocacy, including community and health & social care related advocacy
- Peer support group work
- Peer mentoring and befriending
- A low cost counselling service
- Online support
- Wellbeing courses and workshops
- Suicide prevention initiatives, including Out of the Blue peer support group
- Social groups and outings
- LGBTQ affirmative practice training and trans awareness training



# Our team



# Staff benefits

- Friendly **LGBTQ affirmative** working environment
- Central **Brighton** location
- **29 days** annual leave (pro rata)
- Your **birthday** off!
- Access to **pension scheme**
- **Employee Assistance Programme** – access to free counselling and advice
- Comprehensive **training package**
- External **reflective practice** for all front line staff
- **PoC & TNBI specific** external supervision



# Role Overview & Responsibilities





# Role overview

MindOut is looking for an experienced **Mental Health** Project Worker to help deliver our **vital, life saving LGBTQ** wellbeing and peer support **services**.

If successful, you will:

- Design and deliver specific **suicide prevention** initiatives, **50+** and **intergenerational support** interventions, and facilitate peer support groups for **GBTQ men**
- Support people to access MindOut's **peer support, wellbeing** and **advocacy services** to provide case work support which is **principled** by standards set out by the **Advocacy Charter**
- Engage with and offer interventions that will **support clients with complex needs**
- Support and work in **partnership** with **MindOut's other services**

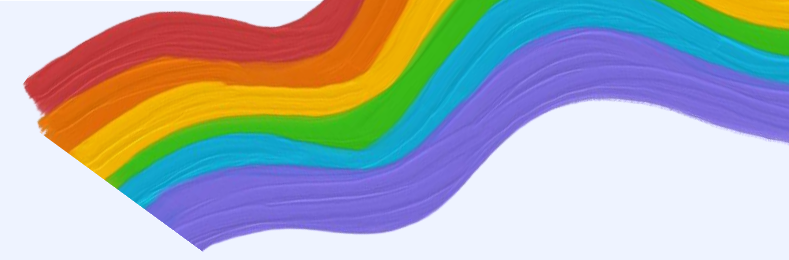
Thank you for your interest in this **vital role at MindOut** – we hope you feel this is a good match with your skills and experience.

Job title:	<b>Mental Health Project Worker</b>
Reporting into:	<b>Wellbeing Manager</b>
Hours:	<b>35 hours Full-time</b>
Contract:	<b>Permanent</b>
Salary:	<b>£25,793 increasing to £28,325</b> after a successful 6 month probationary appraisal
Location:	<b>Hybrid</b> (home & Central Brighton)
Annual leave:	<b>29 days</b> (+ birthday & bank hols)





# Role responsibilities...



## Main tasks:

- Ensure all work is **service user led**, underpinned by **recovery, co-production**, service user **involvement and consultation**
- Support service users in **self-advocacy**, expressing **opinions, concerns** and **complaints** about their care and treatment
- Ensure service users are **aware of their options** and support them to **make informed decisions**
- Manage a caseload, ensure service users are **kept informed** and up to date on any **work being carried out on their behalf**
- Support the **peer mentoring, befriending** and **group work service**, including responding to new enquiries, assessing for suitability and **offering ongoing support** if needed
- Support **volunteer peer mentors** and **befrienders** and to match with service users
- **Facilitate** or co facilitate **peer support groups**, social groups, social **events and workshops**
- Maintain **strict confidentiality** with regard to information given by and information about service users
- **Liaise closely** with line management around **case management** and **allocation**
- Provide **outreach to minority LGBTQ communities** to help ensure the service is accessible
- **Build trusting relationships** with service users which will facilitate **engagement** with services

# ...continued

- Work with service users to **help stabilise their situation** and manage any mental health crisis, offering **rapid interventions** to prevent heightened levels of distress or risk
- Maintain an excellent **up to date knowledge** of all mental health, health and social care services **in the city**
- Ensure any **safeguarding concerns** are raised appropriately and recorded, liaising with Adult Social Care
- **Support volunteers** and their work within the service
- Support the **management team** to implement and **evaluate the services.**
- **Contribute** to the **development** of the service, and ensure **client co-production** and involvement underpins all service delivery and development.

## General responsibilities:

- **Attend as appropriate meetings** with the CEO, staff team and MindOut board and sub committees
- Prepare **regular reports** as required by the CEO, MindOut committees or the project funder
- Carry out **other such tasks** as appropriate in negotiation with line management that may be reasonably expected
- Carry out **all responsibilities** with regard to MindOut's **Equality, Diversity and Inclusion & Anti-discrimination Policy** and others
- The post holder will be responsible for undertaking their **own administration**
- To participate in **relevant training & self-development**

*This job description will be reviewed periodically with the post holder to take account of changing demands*

# Person Specification



## Experience:

- A personal **lived experience** of LGBTQ identities and personal understanding and **broad experience** of working with **LGBTQ people** and **communities**
- More than **6 months** working within the **health and social care** field
- Providing **support** to **volunteers**
- **Case work management** and **advocacy** representation
- Experience and understanding of **mental health issues**, personal experience will be **viewed positively**
- Setting up and running **peer support initiatives** and **assessing individuals** for suitability
- Providing services to **people aged 50+**
- **Designing** and **delivering suicide prevention** initiatives





## Skills:

- Ability to **prioritise** and **organise own caseload** and maintain up to date **records** of work undertaken.
- **Written** and **oral communication** is concise and accurate
- Ability to **prepare** and **provide written** and **verbal** reports
- Ability to **work flexibly** as part of a team and on your **own initiative**
- **Accuracy** and **attention to detail**, and the ability to work to **tight timeframes**

## Knowledge:

- Understanding and **demonstrable commitment** to **coproduction, service user** engagement and **participation**
- Understanding and demonstrable **commitment to anti-racist** policy, practice and service delivery
- Understanding of **LGBTQ diversity** and **intersectionality**
- Demonstrable **commitment** to **equality and inclusion**
- Good local knowledge of **statutory** and **third sector service** provision

# How to apply

Closing date for applications:

Notify successful applicants:

Interviews:

Role commences:

**9am on Wednesday 19<sup>th</sup> April**

**Friday 21<sup>st</sup> April**

**Wednesday 26<sup>th</sup> April (in B'ton)**

**ASAP**

We actively **encourage applicants** from **diverse backgrounds** especially from **ethnically diverse, LGBTQ+** and **disabled** communities as well as those with **lived experiences** of tackling inequalities, as we believe **diverse voices** are **instrumental** in creating **transformational change**

To apply for this role please follow the link on our career page: [\*\*Jobs & Volunteering - MindOut LGBTQ Mental Health Service\*\*](#) which takes you to our external recruitment site, where you will be asked to:

- provide a statement outlining how you meet the bullet points of the person specification
- upload a CV (max 3 pages)

**Please note:** Only successful applicants invited to interview will be contacted. Please assume therefore that if you have not heard from us by 24<sup>th</sup> April, you have not been successful for interview.

