

BHT Sussex

BHT Sussex is a charity and a registered housing association working in Brighton and Hove and across Sussex.

The mission of BHT Sussex is to combat homelessness, create opportunities, and promote change. BHT Sussex aims to achieve this Mission through a network of interlinked projects. By providing direct, practical services combined with a commitment to challenge the causes of poverty and inequality, we hope to achieve a supportive structure which people can use in a variety of ways to improve the quality of their lives.

For more information please see the BHT Sussex website www.bht.org.uk.

Project Summary

The Archway Project is a recovery-focused mental health service composed of two residential properties in Hove.

Stepdown at Sackville Gardens is a 5-bed service providing short term (up to 16 weeks), intensive support for people who are medically fit to leave hospital but do not have a residential service available to immediately support them on a longer-term basis. This is an exciting pilot scheme planned for a duration of 7 months.

Portland Road is a well-established 9 bed residential care home providing medium term (up to two years) supporting people to move on to less supported accommodation.

The service adopts a person-centred and holistic approach to support, with an emphasis on client involvement and co-production. The service aims to enable clients to achieve greater resilience, independence and move-on to less-supported accommodation. Both properties are registered with the Care Quality Commission (CQC) and have 'Outstanding' ratings.

Job Summary

What is a Mental Health Recovery Worker at Archway?

A Mental Health Recovery Worker (MHRW) is, perhaps, more commonly known as a Support Worker or Project Worker. The MHRW role is to help clients to improve their lives through both practical and emotional support, to reach their potential, better manage their mental health, and live as independently as possible. We pride ourselves on being a person-centred service that listens to what each client needs to co-produce strategies for their own recovery. We are commissioned to support and house each client for two years and use this time to maximise our clients' individual levels of independence and agency, develop insight and sustainable coping strategies, engage with community opportunities, improve health outcomes, and minimise repeat hospital stays.

Archway has been awarded an 'Outstanding' rating by the Care Quality Commission (CQC). *'It's a super friendly and supportive team here and the shifts allow me to have a good work life balance.'* **Mental Health Recovery Worker, Archway**

What does the MHRW role involve?

A Mental Health Recovery Worker holds the responsibility for 'key working' approximately two clients. A key worker builds a trusting and strengths-based relationship with their clients to identify the goals they will work on during their time with the service and translate them into a support plan to work from. A key worker also creates and regularly reviews a risk assessment for their clients, drawing on the resources of the client and the team to maintain their wellbeing. It is the role of the key worker to coordinate a joined-up, multi-agency approach to the care and support of their clients.

Mental Health Recovery Workers also 'co-key work': a supporting role to other key workers to ensure continuity and consistency of support (for example if the key worker is away on leave). This also allows for different approaches to supporting a single client and the opportunity to reflect on what works best.

Day to day the Mental Health Recovery Worker post involves a diverse range of roles, responsibilities, and opportunities to engage with clients, such as:

- Supporting activities of daily living
- Cooking meals
- Accessing the community
- Budgeting
- Activities and groups
- Dispensing / supporting clients to dispense medications
- Maintaining the H&S of client's rooms and the building
- Attending clients' appointments
- Key work meetings
- Coordinating multi-agency meetings and contributions

The role also involves supporting clients through more challenging times, when they may be struggling with their mental or physical health, or with life circumstances that have become complicated and hard to navigate alone. Mental Health Recovery Workers provide 24/7 support to our clients to ensure their physical and psychological safety. Archway is a supportive and experienced team that works hard to assure the wellbeing of all its clients, by meeting needs and risks flexibly and putting a clients' best interests at the heart of decision making.

It is a Mental Health Recovery Worker's responsibility to build a safe, reliable, and trusting relationship with our clients that supports them to achieve their recovery aims.

"I love working at Archway. As a Mental Health Recovery Worker no day is ever the same and its great being part of a supportive team. I love working in a house where I am able to get to know the clients really well and see them develop their abilities to manage their mental health and living skills." **Mental Health Recovery Worker, Archway**

What can I bring to the role of a Mental Health Recovery Worker?

You can bring your skills, experience, creativity, and passion to work with a diverse range of clients and an experienced and supportive team. There are always opportunities for learning: day to day, from the team, in reflective practice meetings, supervisions with your line manager, team meetings, BHT Sussex and external training and development, visiting other BHT Sussex services, or working with statutory and third sector organisations. We promote learning about the experiences of our clients to better understand each individual and how best to support them. You can bring your commitment to the best interests of clients, learning to work in a psychologically and trauma-informed way that serves the aspirations of those we support. We value what everyone can bring to the team and look to foster peoples' skills and interests.

You can bring your ability to communicate with a varied range of people and your dedication to building stable attachments for those who may not have had the opportunity to trust before. We seek to validate our clients' and develop epistemic trust.

The role is incredibly varied and rewarding as you will be helping vulnerable people to improve their quality of life, achieve their goals and make a very real and positive difference to their lives.

"I came to Archway as a Mental Health Recovery Worker at the beginning of the year and have already learned so much. The team is experienced and supportive and always prioritise our clients' wellbeing in their work." **Mental Health Recovery Worker, Archway**

"It is sometimes challenging work, of course, but we really come together as a team to support the clients and each other." **Mental Health Recovery Worker, Archway**

"I have been supported as a new starter with regular, in-depth supervisions. I know I can ask questions and get advice if I'm ever unsure about the best way to support a client." **Mental Health Recovery Worker, Archway**

Job Details: 2 x Full Time – 37.5 hours per week

- **Fixed contract for 7 months**
- **Salary £23,832 plus Anti-Social Hours Enhancement of £1,469 pro rata per annum. Total Expected Annual Salary - £25,301 pa**
- **5.5% employer's pension contribution (the level of this is reviewed annually).**
- **Annual Leave entitlement starts at 25 working days**

Job Details: 1 x Part Time – 26.5 hours per week

- **Fixed contract for 7 months**
- **Salary £23,832 (pro rata-expected £17069) plus Anti-Social Hours Enhancement of £1,469 (pro rata- expected £1,052). Total Expected Annual Salary - £18,121 per annum**
- **5.5% employer's pension contribution (the level of this is reviewed annually).**
- **Annual Leave entitlement starts at 25 working days (pro rata)**

Hours of Work

This is a fixed term contract for 7 months, with the likelihood of extending beyond the end of this contracted period.

Annual Holidays

The annual leave entitlement will be 185 hours (25 working days) pro rata, rising 1 day for each year of service to a maximum of 222 hours (30 days) pro rata. All public bank holidays are granted with two extra statutory days, to be taken over the Christmas period.

Shift Pattern

This role involves working on a 2-week rolling rota pattern comprised of early and late shifts, including working every other weekend.

Closing Date: 12pm, Monday 30th May 2022

Interview Date: Tuesday 7th June 2022

We regret that we are unable to reply to every job applicant. However, if you are called for interview, you will be notified within seven days of the closing date.

An Enhanced DBS Check (Disclosure and Barring Service) is required on all successful applicants as a condition of employment for this post.

BHT operates an Equal Opportunities Policy

As an employer we prioritise the safety of our workforce and clients therefore we promote the uptake of Covid19 vaccinations.