

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/Department Summary

The Archway Project is a recovery-focused mental health service composed of two residential properties in Hove. 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 within a two-year timeframe. Both properties are registered with the Care Quality Commission (CQC) and have 'Outstanding' ratings.

Job Summary

What is a Project Worker at Archway?

A Project Worker (perhaps more commonly known as a Support Worker or Mental Health Recovery Worker) looks after the well-being of the clients who live at the project, Archway. Archway is a residential care service, split over two houses, supporting 14 clients, each of whom have a mental health diagnosis and are linked in with a community mental health team. Clients tend to join our service following a hospital admission (commonly being treated under a Section of the Mental Health Act) or from another service that can no longer meet their needs.

A Project Worker's 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.' **Project Worker, Archway**

What does the Project Worker role involve?

A Project 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.

Project 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 Project 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. Project 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 Project 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 Project 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." **Project Worker, Archway**

What can I bring to the role of a Project 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 project 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." **Project Worker, Archway**

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

Salary

Salary: 16 core hours per week at £23,365 pro rata per annum plus 10 'Sleep In Hours' per week at £17,704 pro rata per annum, plus Anti-Social Hours Enhancement of £1,088 per annum.

Total Expected Annual Salary - Circa £15,977 per annum

A 5.5% employer's pension contribution is also paid. The level of this contribution is reviewed annually.

Hours of Work

This is a permanent position. The post will be a combination of core hours and sleep in hours (please see above info under the heading Salary for more detail).

It will involve a mixture of day shifts (9-5pm on weekdays or 10-6pm at weekends) and sleep-in shifts (4pm-10pm, sleep in, then work 8am-10am).

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, late and sleep-in shifts across 14 days, including alternate weekends.

Closing Date

12 noon, Thursday 9 September 2021

Interview Date

Friday 17 September 2021

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.

A Basic 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