



Birmingham and Solihull **NHS**
Mental Health NHS Foundation Trust

Job Description

Job Title: Female Enhancement Worker

- **Schedule 9, Paragraph 1 of the Equality Act 2010 applies.**
- **This post is exempted from Rehabilitation of Offenders act 1974**
- **Fixed term contract to March 2021**

Location: Anawim Women's Centre, Ardenleigh secure unit and community settings

Grade: SCP 18-21

Salary: £19,363 - £21,344 per annum (pro rata)

Hours: 5 hour shifts (Covering Tuesday, Friday and Saturday Evenings 3pm-5pm)

Responsible to: Service Manager for Mental Health and Wellbeing

Project aim:

An exciting opportunity has arisen for a team of creative and innovative, Enhancement (Activities) workers to be part of a tailored pilot project in partnership with Ardenleigh Secure Women's Blended Service and Anawim Women's Centre, aiming to improve women's experiences of secure care, reduce length of stay in hospital as well as preventing women in the community from spiralling and entering such a facility in the first place. This pilot is an extension of an already established 'through the hospital door' project run collaboratively for the last few years.

The team at Anawim will include two mental health caseworkers, three 16 hour peer mentors and a family carer support worker along with the enhancement roles.

Anawim is an award winning women's centre based in Balsall Heath, originally founded in 1986 to support the needs of sex workers in the area. It is now a thriving one stop shop for women with multiple and complex needs addressing a variety of trauma related difficulties such as homelessness, substance misuse, offending behaviour and mental health problems working with women in the community and in



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prison also. Anawim is passionate about women working together for women and we are keen for more women who share this passion to join our team.

Reach Out Recovery and NHS England has established Ardenleigh as one of three secure facilities in the country to pilot the new and innovative Women's Blended Service to offer women a step down approach from acute to rehabilitative care and in to the community, ensuring this transition is as smooth and supported as possible. Ardenleigh has 3 wards, 2 x acute 8 bed wards and 1 x 14 bed rehabilitative ward. Ardenleigh is undergoing extensive changes and redevelopments in order to incorporate fully the ethos of the Blended Service and ensuring women have a well thought out and developed transition from secure care in to the community. The Enhancement (Activities) workers will very much be part of this change.

Job Purpose:

The Enhancement (Activities) workers will be attached to one of the three wards (2 x acute and 1x rehabilitation) based at Ardenleigh. As part of this team you will deliver exciting, engaging and innovative social, recreational and leisure activities alongside the ward and other staff, to women with severe mental health conditions and criminal justice involvement within Ardenleigh Women's Blended Service and Anawim Women's Centre.

You will be expected to facilitate and participate in planned and ad hoc group and individual activities with women, in addition to this you will be required to motivate and negotiate with service users who may be unwilling to participate in an activity and to promote the benefits and outcomes that participation could generate, i.e. social interaction, well-being and independence.

Hopefully you will have a skill that will complement the service but we also need you to be flexible to the needs of the women on the ward and present an array of meaningful activities that they may find useful. Women have asked for a variety of activities on the ward to include arts and crafts, hairstyling, beauty and makeup, dance and movement, cooking, gardening and flower arranging and mindfulness. What skills could you bring?

As well as these specialisms meaningful activity could be mindful colouring, a pamper session or a movie night. The activities will be over seven days and at the times of the day when typically the service sees higher levels of clinical incidents such as self-harm, to include evenings and weekends. You will be expected to work various shifts that include evenings and weekends. However these shifts are subject to change, especially over summer months and flexibility is required at all times.

Key Tasks

1. To set up engaging and creative activities appropriate to the needs of the women on the ward at Ardenleigh, Anawim Women's centre and potentially in the community also.
2. To work with women within Ardenleigh secure unit to help prepare them for life outside after their release in to the community and support women who are vulnerable to have their mental health deteriorate to a level where they are at risk of entering a secure unit.
3. Maintain the confidentiality of service users and ensure effective engagement through a support planning process working to enable and empower all service users.
4. Offer de-escalation and alternative coping strategies to mitigate self-harm.
5. Deliver engaging activities in response to needs of the women at Ardenleigh.
6. If appropriately qualified; be engaged in offering alternative therapies such as Indian head massage, auricular acupuncture, reflexology etc.
7. Keep excellent records of work undertaken according to the monitoring arrangements stipulated.
8. Work within the relevant agency policy and procedural framework including data protection, confidentiality, safeguarding children and vulnerable adults & equalities.
9. Demonstrate an awareness of the principles of equal opportunities and be committed to their implementation.
10. To work within Anawim's administrative and financial systems
11. Follow Anawim's policies and procedures and comply with all relevant legislation, in particular the health and safety at work act.

PERSON SPECIFICATION

Job Title: Female Enrichment Worker Ardenleigh Blended Service

Criteria	Essential/ Desirable	Method of Assessment
DBS – Enhanced & Ardenleigh security clearance	E	D
Skills & experience		
Have extensive knowledge / experience of working with women with mental health conditions, personality disorders and/or offending behaviour	E	A, I, R
Skills in delivering courses and activities to adults.	E	P, D, I
Knowledge and understanding of self-harm and ability to mitigate	E	P, I
Knowledge of agreed partnership working and the ability to network with other agencies	E	A, I, R
Ability to facilitate activity sessions which build self-esteem, confidence, recognise stigmatisation, racism and gender inequalities.	E	P, A, I, R
Ability to write confidential reports and case notes accurately. Have a strong sense of confidentiality & privacy for women's information in accordance with GDPR	E	A, I, R
Ability to manage time effectively, prioritise workload and plan ahead.	E	A,I,R
Ability to evaluate and report on the activities.	E	A,I,R
Awareness of Health, Safety & security issues in particular personal safety	E	A,I,R
Personal qualities		
Strong personal and professional boundaries without being authoritarian	E	A, I, R
Self-awareness, identification and management of unhelpful dynamics within multi agency team and amongst the women	E	I
Patient, Kind & Non-judgemental attitude	E	A, I, R
Honest, Open, Encouraging with a Good sense of humour	E	A, I
Consistent & Trustworthy approach	E	A, I
Willing to embrace constructive feedback and evaluation of your work	E	A, I, R
Emotional maturity & resilience	E	A, I, R
Able to work regular evenings & weekends.	E	A, I
Driving licence and use of own transport.	E	A, I

Method of Assessment:-A – Application Form I – Interview T – Test
 P – Presentation D – Documentation R - References