

Job Description

Job Title: Female Enhancement (Activities) Worker Ardenleigh Blended Service

- *This post is exempted from Rehabilitation of Offenders act 1974*
- *Schedule 9, Paragraph 1 of the Equality Act 2010 applies.*
- *Fixed term for two years initially*

Job Title: Enhancement (Activities) Worker (Ardenleigh)

Location: Ardenleigh Hospital, Kingsbury Road, B24 9SA

Grade: Anawim Scale Point (ASP) 23-26

Salary: £12.92-£14.20 per hour

Hours: 15 hours per week on a rolling rota basis

Responsible to: Ardenleigh Coordinator

Project aim:

An exciting opportunity has arisen for an Enhancement Worker to be part of a tailored project in partnership with Ardenleigh Secure Women's Blended Service and Anawim – Birmingham's Centre for Women. The project aims to improve women's experiences of secure care, reduce length of stay in hospital and offer support into the community.

The team at Anawim is based at Ardenleigh Hospital which has 3 wards, 2 x acute 8 bed wards and 1 x 14 bed rehabilitative ward.

Job Purpose:

The Enhancement (Activities) workers provide support across all 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, enduring 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.

Women have asked for a variety of activities on the ward to include creative-art, hairdressing, music, beauty, craft, dance and movement, cooking, gardening, horticulture, floristry, Tai Chi and meditation. 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.

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 and bank holidays. However, these shifts are subject to change, especially over summer months and flexibility is required.

Key Tasks

1. To set up engaging and creative activities appropriate to the needs of the women on the ward at Ardenleigh and Anawim Women's centre.
2. To work with women within Ardenleigh secure unit to help prepare them for life outside after their discharge 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 re-entering a secure unit.
3. Maintain the confidentiality of service users and ensure effective engagement through activity planning and working to enable and empower all service users.
4. You will be required to work autonomously and in collaboration with the MDT and ward staff, especially at weekends when Anawim managers are not on site.
5. Offer distraction activities to mitigate further incident escalation and self-harm.
6. Deliver engaging activities in response to needs of the women at Ardenleigh.
7. If appropriately qualified; be engaged in offering alternative therapies such as Indian head massage, auricular acupuncture, reflexology etc.
8. Keep excellent records of work undertaken according to the monitoring arrangements stipulated.
9. Work within the relevant agency policy and procedural framework including data protection, confidentiality, safeguarding children and vulnerable adults & equalities.

10. Demonstrate an awareness of the principles of equal opportunities and be committed to their implementation.
11. To work within Anawim's administrative and financial systems
12. 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 Enhancement Worker

Criteria	Essential/Desirable	Method of Assessment
DBS – Enhanced & Ardenleigh security clearance	E	D
Skills & experience		
Have knowledge / experience of working with women with mental health conditions, personality disorders and/or offending behaviour	D	A, I, R
Skills in delivering courses and activities to adults.	D	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	D	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 and bank holidays if required	E	A, I
Driving licence and use of own transport.	D	A, I

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