



Job Description and Person Specification Keighley Pathways Worker

POST:	Keighley Pathways Worker
LOCATION:	Project 6, Keighley
GRADE:	Grade D1 Salary: £24,500 FTE per annum
HOURS:	Weekly Hours: 15 (days to be agreed with line manager)
CONTRACT DURATION:	Fixed term for 12 months with possible extension subject to funding
ACCOUNTABLE TO:	Team Leader (Pathways to Employment)

Purpose of the Job:

Keighley Pathways is a partnership between The Cellar Trust and Project 6, delivering support to clients who are struggling with mental health difficulties and substance use. You will offer one to one peer support, helping clients to build resilience and develop plans to help keep them safe and well.

Main Duties

- Manage a caseload of people, ensuring all are given time and seen regularly.
- Provide one to one support for individuals in a recovery-focused and person-centred way, which builds confidence and helps people to move forward.
- Use your own lived experience of recovery from mental health problems, as appropriate, to inspire and support others.
- Support clients in the development of wellness and safety plans
- Encourage clients to establish social networks and undertake meaningful activities to assist them to develop positive coping mechanisms.
- Support carers and families of clients as appropriate
- Liaise with professionals and organisations across the district including referrers and partners.
- Ensure that client notes are recorded in an accurate and timely manner and kept updated.
- Work in line with all relevant safeguarding policies and procedures, ensuring concerns are escalated appropriately.

Values and Behaviours

- Create and maintain a culture of respect always challenging and rooting out discrimination and stigma.
- Demonstrate a consistent belief in people and tenacity in supporting people to improve their future.
- Be passionate about our work and inspire others to feel the same.
- Be committed to doing things well and always look for opportunities for improvement.
- Model excellent partnership and team working.



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PERSON SPECIFICATION

Listed below are the knowledge, experience skills and values you'll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

Knowledge	Method
Qualifications to GCSE Grade 4 or above, or significant equivalent experience	Application
Practical knowledge and/or lived experience of the challenges facing people who have difficulties relating to their mental health	Application Assessment
Knowledge of the potential role of peer support in mental health services	Assessment
Understanding of the impact of stigma and discrimination in relation to mental health	Assessment
Experience	
Experience of working with clients with a dual diagnosis of substance use and mental health difficulties	Application Assessment
Experience of working with people with mental health difficulties and challenging behaviour	Application Assessment
Lived experience of mental health difficulties and of accessing mental health services	Application Assessment
Experience of managing a client caseload and recording client notes	Application Assessment
Experience of working in a peer support role or of mentoring others	Application Assessment
Experience of using IT systems to record client notes	Application
Skills	
Non-judgmental and supportive interpersonal skills	Assessment
Ability to manage a caseload and workload effectively	Assessment
Competent in Word, Excel, Outlook	Application Assessment
Values	
A firm belief that all people matter and deserve respect	Assessment
An evidenced belief that everyone can change	Assessment
A track record of delivering on your commitments	Assessment
A personal commitment to equality, diversity, and inclusion	Assessment