

JOB DESCRIPTION

Post:	Social Prescribing – Link Worker
Salary:	£25,079 per year pro rata
Responsible to:	Social Prescribing Team Manager
Responsible for:	N/A

Job purpose

Link Workers work closely with Primary Care Teams to enable individuals to find the support they need in their community to manage their health and wellbeing. Link Workers give people time to talk about “what matters to them” and guide them to unpick complex issues affecting their health and wellbeing. Link Workers enable people to have more control over their lives, develop skills and give their time to others through involvement in community groups. Link Workers will see people in their local GP practice, community venues and may visit people in their homes.

Working as part of a Multi-Disciplinary Team (MDT) in GP surgeries, Link Workers will:

- receive referrals from GPs
- Support an Individual for 4- 6 sessions (between 2-3 months)
- Manage a caseload of approximately 35 people at once
- have a key role in the Primary Care Network they work in
- be employed by Southern Brooks or DHI Main duties and responsibilities Provide personalised support.
- Using motivational interviewing and other techniques to establish the needs of the individual
- Provide personalised and advice based on those needs
- Support individuals to address barriers to accessing services or maintaining independence This includes recognising when wider determinants of health are having an impact for example debt, poor housing, un/under-employment, lack of learning opportunities or physical inactivity.
- Empower individuals to maximise their potential producing action plans and facilitating follow-through.
- Accompany individuals to community groups, activities, and statutory services. Follow up to ensure they are happy and supported, able to engage, included and receiving good support.
- Effectively manage and prioritise a caseload of individuals offering 4-6 sessions depending on their needs.
- Deliver performance targets and project objectives.
- Identifying your role and boundary to support in working within MDT environment with your allocated PCN.
- Follow Safeguarding protocols when needed.
- Communication / Networking
- Develop and maintain good relations with practice teams, Southern Brooks teams, and external practitioners.
- Attend and participate in Multi-Disciplinary Team meetings.
- Liaise and work alongside the wider Southern Brooks team
- Identify and communicate gaps in provision to line manager.
- Positively promote the service to practice teams, external agencies, and relevant statutory bodies.
- Develop effective working relationship with a range of agencies to facilitate
- a ‘joined up’ approach to client action plans.

- Work as part of the Social Prescribing team at Southern Brooks attending regular team meetings and identify and appropriate training courses for CPD (Continued Professional Development).
- Seek support from Manager/ Peers when there are gaps in knowledge or practice limitations.

Community Development

- Actively seek connections and build relationships between people and groups outside of Southern Brooks.
- Seek opportunities to link individuals to activities / supporting them to develop relationships and build their own social networks.
- Identify gaps in local provision based on the needs of individuals, including opportunities to establish new activities, groups, or introduce new funded projects.

Information Resources

- Assist with community resource mapping exercises and share with wider teams in Southern Brooks.
- Maintain case files and databases provide monitoring information as and when required.
- Maintain accurate records in line with all operational procedures.
- Maintain accurate records and produce written reports of if required.
- Produce case studies to evidence the impact of the service on an individual's wellbeing.

Other

- Adhere to relevant legislation, good practice and policies and procedures, including Child Protection, Safeguarding Adults, Health and Safety, Confidentiality and Equality and Diversity.
- Maintain confidentiality and discretion and comply with the terms of the Data Protection Act 2018 as well as local and Southern Brooks Community Partnerships/DHI policies
- Following Lone working policy when visiting patients.

General Information

Southern Brooks Community Partnerships Values

We are a community development organisation, bringing people together to build strong communities. Since 1988, we have been working with people of all ages to help them live happy, healthy lives. In delivering this ambition, we will be guided by the following values:

- Include and Value.
- Protect the environment.
- Celebrate diversity.
- Reach potential.

Developing Health and Independence (DHI) is an experienced provider of social prescribing services in South Gloucestershire (2009-2014) and BaNES (2015 – present). On a national level, the charity's social prescribing service is recognised as example of best practice having presented for the Kings Fund Social Prescribing Conference 2017, as well as providing best practice examples to NHS England and the BMJ. Through the South Gloucestershire Drug and Alcohol Service (SGDAS), DHI already works closely with all GP practices in South Gloucestershire.

DHI values Stimulation Self-direction Zest for Life Flexibility

By combining the respective strengths and expertise in social prescribing of both organisations we will be able to deliver a highly effective service which will represent best value to Primary Care Networks and achieve significant impact for people across the country.

Health and Safety

- Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:
- Take reasonable care of themselves and for others at work.
- To co-operate with the Employer as far as is necessary to enable them to carry out their legal duty.
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Information Governance

It is the responsibility of all staff to respect the confidentiality of clients and staff, as specified in the Caldicott Principles, Data Protection Act and the Human Rights Act.

It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 1998
- To ensure good quality data by recording, promptly and accurately, information within agreed timescales to Charity Log, and other information systems used by the Organisation.
- Maintain the confidentiality of their password / username.

Job Description completed/reviewed by Managers name: Alan Ferrier

Date: May 2022

All job descriptions are subject to review. Post holders are expected to be flexible and be prepared to carry out any similar or related duties which do not fall within the work outlined. The Line Manager, in consultation with the post holder will undertake any review.

PERSON SPECIFICATION

* A = Application Form, I = Interview, P = Presentation, T = Test

Experience		Essential	Desirable	To be Evidenced by*
E1	At least 2 years' experience working with people with health and social needs, or community-based work with socially excluded groups	X		A/I
E2	Ability to understand complex client needs and to use a 'brokerage' approach to meet these needs.	X		A/I
E3	Ability to work within a target-driven and time- limited system, dealing with issues pragmatically and through brief interventions	X		A/I
E4	Partnership working, working and building relationships with colleagues, stakeholders and other organisations	X		A/I
E5	Working alongside volunteers		X	A/I
E6	Using motivational Interviewing and Strengths Based approach	X		A/I
E7	An understanding of risk assessment and risk management	X		A/I
E8	Understanding of safeguarding issues.	X		A/I
E9	Experience of using databases to record client actions and interventions.		X	A/I
S1	Pro-active and confident communicator with excellent interpersonal and communication skills (verbal and written).	X		A/I
S2	Genuine passion, empathy and desire to support clients to lead healthier and happier lives	X		A/I
S3	Good understanding of health issues and the wider determinants of health and wellbeing	X		A/I
S4	Knowledge of social prescribing		X	A/I
S5	Knowledge of brief interventions, behaviour change, motivational change	X		A/I
S6	Competent IT skills including Virtual platforms, Microsoft Word, Excel and Outlook	X		A/I
S7	Ability to work effectively as a supportive team player as well as on one's own initiative.	X		A/I
S8	Ability to monitor and evaluate work undertaken	X		A/I
S10	Full driving licence and access to a car	X		A/I
S11	Having a creative and flexible approach to work	X		A/I
S12	Ability to manage your own workload, identifying priorities for yourself, colleagues and the service.	X		A/I
B1	Include and Value	X		A
B2	Protect the environment	X		A
B3	Celebrate Diversity	X		A