Post: Community Engagement Worker, Ethnically and Culturally Diverse Communities

Location: Mind in Bradford

African Caribbean Achievement Project (ACAP)

Staying Put

Girlington Community Centre

Hybrid working is available

Responsible to: ACAP, Staying Put, Girlington Community Centre (depending on post applied for) with support from the Ethnically and Culturally Diverse Communities Service Manager at Mind in Bradford

Grade/Salary: £24,702-£27,334

**Purpose of the post**

Mind in Bradford are advertising for a role on behalf of our partners Staying Put, Girlington Community Centre and the African Achievement Project.

The Ethnically and Culturally Diverse Communities programme is a new programme led by Mind in Bradford and Staying Put which will understand and work with our diverse communities to develop culturally sensitive and appropriate mental health support.

1. Staying Put will employ a CEW to understand and recommend the needs of people within our South Asian communities and the challenges or barriers historically or currently faced when accessing mental health services.
2. Girlington Community Centre will employ a CEW to understand and recommend the needs of people within our Eastern European communities and the challenges or barriers they have historically or currently faced when accessing mental health services.
3. African Caribbean Achievement Project will employ a CEW to understand and recommend the needs of people within our Black African and Black Caribbean communities and the challenges or blocks they have historically or currently faced when accessing mental health services.

Whilst we are recruiting to engage with the South Asian, Eastern European, Black African and Black Caribbean communities, the programme is not to the exclusion of other ethnically and culturally diverse communities.

The successful candidate will engage, support and develop the capacity of people from Black African, Black Caribbean, Eastern European and South Asian Communities in order to address issues around mental distress, isolation and promote social inclusion. This could be but is not limited to focus groups, questionnaires, appropriate use of social media, attendance at meetings or interviews.

**Service Delivery**

We are passionate in ensuring the diverse population of Bradford District and Craven receive their entitlement to timely and effective culturally competent mental health support in a place and manner that suits them.   Hence, you will play a key role in helping us to shape the services of the future, for and with people from ethnically and culturally diverse backgrounds.

**Key duties**

* Develop partnerships with grassroots organisations who are specialists in supporting Black African, Black Caribbean, Eastern European, and South Asian communities, in offering cultural, religious, and spiritual support services.
* Make direct contact with Black African, Black Caribbean, Eastern European, and South Asian communities to raise awareness of mental health issues; whilst also seeking to address associated stigma.
* Seek to normalise conversations surrounding mental health in all aspects of engagement with the Black African, Black Caribbean, Eastern European, and South Asian communities.
* Lead on the creation of initiatives which increase visibility and connection.
* Facilitate the organisation of consultation events, forums and social events to enable people to participate and make service providers aware of mental health challenges.
* Promote greater involvement of individuals from Black African, Black Caribbean, Eastern European, and South Asian communities in planning and development forums for mental health services.
* Support the creation of safe spaces, self-help groups, and initiatives led by individuals from these communities experiencing mental health challenges.
* Collaborate with other provider organisations to collect effective data and share information gathering methods.
* Raise awareness about available services and refer individuals in need of support.
* Ensure accurate and timely data collection, collation, and reporting.
* Fulfil any other necessary duties assigned by senior management.
* Maintain flexibility in working hours and locations.
* Attend local meetings and events to build relationships with key stakeholders.
* Work with a range of people on shared priorities, including the communications team.
* Attend consultation events held at other organisations to build trust and confidence in the programme.
* Work with the comms team to ensure a presence at System events

**General**

* Be familiar with the chosen organisation and Mind in Bradford ‘Code of Conduct’ and ensure it is followed at all times both by staff, volunteers and clients.
* Receive supervision and participate in staff development opportunities, including mandatory training related to the role from within the employing organisation.
* Take responsibility, with colleagues, for ensuring that all Health and Safety, Safeguarding, Information Governance and Equity, Diversity & Inclusion requirements are met and all other company policies are understood and complied with.

It is Mind in Bradford’s policy to make reasonable adjustments to enable those with disabilities to undertake the above.

**Person Specification**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** | * NVQ L3 or equivalent professional qualification relating to health and or community development/ social care.
 | * Evidence of ongoing professional development
* Degree level or equivalent
* Social/Youth work and or a mental health qualification and or community development
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| **Experience** | * Evidence of working with people who have or have had mental health concerns in a one to one and group setting.
* Sound practical experience of working with a diverse group of people and engagement
 | * Experience working within the voluntary sector and/or the health and social care sector
* Experience of working with both adults and children and young people
* Project management experience
* Experience of working across teams and organisations.
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| **Skills** | * Excellent verbal and written communication skills
* Be proactive and act on own initiative
* Ability to work flexibly
* Wide range of IT skills and computer literacy, including Microsoft applications
* Work as a team player and independently
 | * Project/programme management skills
* Risk assessment and safeguarding
* Ability to converse in South Asian, Roma, Caribbean and African patois languages.
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| **Knowledge** | * An understanding of current issues faced by people within the Black African, Black Caribbean, Eastern European, or South Asian communities.
* An understanding of confidentiality and data protection.
* An understanding of the culture of the diverse communities in inner city areas.
* An understanding of the different and changing approaches to mental health wellbeing in Black African, Black Caribbean, Eastern European, and South Asian communities.
* An understanding of intersectionality and how this impacts individuals.
* An awareness of the range of service and resources for the Black African, Black Caribbean, Eastern European and South Asian Communities.
 | * Good understanding and knowledge of statutory and VCS organisations in the local area that can support our people.
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| **Attitude and personal attributes** | * Inclusive and welcoming approach.
* Willing to adapt and learn.
* Understanding that mental health difficulties are a natural part of life.
* Understanding and passionate commitment to equity, diversity and inclusion.
* Commitment to providing person centred services.
* Committed, passionate and enthusiastic with a can do and flexible attitude.
* Ability to travel across the District and attend a range of venues frequently.
* Creativity.
* Share information that is culturally sensitive and understandable to the Black African, Black Caribbean, Eastern European and South Asian Communities.
 | * Car driver with full UK driving license and access to own transport.
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