



JOB DESCRIPTION

TITLE OF JOB: Mother and Baby Support Worker

JOB REFERENCE: MBSW/Jul21

SERVICE/PROJECT: Stopover

HOURS PER WEEK: 20 hours per week

TEMPORARY/PERMANENT: Permanent

SALARY: BAND 3. NJC POINT 13, starting £22,087 per annum pro rata, paid monthly by automated credit transfer on 25th of each month

ENHANCEMENTS: £30.00 per shift (sleep-in) / £15.00 per shift on-call allowances

HOLIDAY ENTITLEMENT: 27 days pro rata plus 3 extra days at Christmas and the usual statutory holidays.

ACCOUNTABLE TO: Stevie Graves - Stopover Housing Services Manager

LINE MANAGED BY: Tina O'Connell - Stopover Team Leader

RESPONSIBLE FOR: Being part of a small team providing accommodation with support to young women aged sixteen to twenty-five during their transition between dependence and independence

This post is exempt from the Rehabilitation of Offenders Act (1974) and the successful applicant will be subject to an Enhanced DBS check.

This post is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010

BACKGROUND AND AIMS OF PROJECT

We have developed Stopover Mother & Baby Projects to respond directly to the rising need for suitable temporary accommodation for young women and their babies immediately prior to and directly following birth. We aim to provide a safe space where mother and child can form a long-lasting quality attachment.

MOTHER & BABY

Stopover Mother & Baby housing and support services for women was re-opened in 2020 as a direct response to the increasing need for quality supported accommodation specifically for young women and their children. These women will be some of the most vulnerable in Brighton and Hove and we anticipate that the children will be subject to either, a Child Protection Plan (CP Plan) or a Child in Need Plan (CinN Plan). Our role, is to give each young woman the best opportunity to parent their child.

MAIN TASKS

1. To work as part of a team providing tailored support to young women with support needs.
2. To ensure that the young women accommodated understand and abide by the terms and conditions of the Occupancy Agreement.
3. To be a part of the rota. To provide regular sleep-in cover and on-call duties (with sleep-in and on-call allowance payment) and to work evenings and weekends as required.
4. To work in a key worker role with identified young women, to meet them regularly, to work with them in drawing up a support plan and to monitor and review the plan regularly in line with Stopover policy.
5. To provide a bespoke support package to each individual young woman including referral to external specialist services where appropriate,
6. To monitor income benefits, ensuring that benefits are maximized and remain in payment. To notify the Service Manager where problems occur.
7. To provide information and support relating to personal and emotional matters (e.g. health, contraception, drugs/alcohol, relationships, mental health, pregnancy, substance misuse, self-harm) within the context of individual and group work with young women.
8. To co-facilitate the life skills course.
9. To assist young women in identifying and acquire appropriate move-on accommodation.
10. To keep accurate records and maintain effective communication on all aspects of work by using Stopover's systems for record keeping,

monitoring and communicating with colleagues.

11. To operate within the project's clear framework of confidentiality at all times.
12. To participate in regular residents' house meetings
13. To work within the project and organisational policies and procedures.
14. To attend regular supervision sessions and team meetings, including the annual Impact Day.
15. To attend training events as relevant to your post.
16. To undertake any other duties, as appropriate to the character of this work and as requested by the Housing services Manager, as reasonably required.

Supplementary information:

This job description is subject to change in line with the requirements of the organisation. Impact Initiatives operates a no smoking policy. This post is subject to a 6-month probationary period. All posts within Impact Initiatives have the opportunity of an annual review and evaluation.

PERSON SPECIFICATION

	Essential	Desirable	How Tested
Experience	<p>Experience of working with young women or young people and an understanding of the needs of this client group.</p> <p>Experience of working in a supported housing/ residential setting or similar environment.</p> <p>Experience of working within an office environment using administrative systems, computers, word processing and an ability to keep accurate up to date case files.</p> <p>Experience of lone working shift cover as well as effective team working.</p>	<p>Experience of planning and facilitating groups</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
Knowledge & Skills	<p>Ability to deal with a range of resident issues and to manage challenging behaviour.</p> <p>Understanding of the support planning/key work system within a supported housing/residential environment.</p> <p>Knowledge of risk assessments.</p> <p>Ability to communicate at all levels.</p> <p>An understanding of key policies and procedures in supported housing and an ability to work within these.</p>	<p>Knowledge of external support available to young women in need.</p> <p>Knowledge of the benefits system.</p> <p>Knowledge of housing legislation.</p> <p>Knowledge of safeguarding</p> <p>Knowledge of child protection</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
Other	<p>Ability to work evenings and weekends and provide regular sleep-in cover</p> <p>A commitment to providing a safe and secure environment for young women in need of support</p>	<p>Awareness of homelessness issues and the routes by which homeless people may access accommodation.</p>	<p>Application Form</p> <p>Interview</p> <p>References</p>
Training & Qualifications		<p>Housing or Youth Work Qualification.</p>	

