

An opportunity has arisen for a role to join the Changing Futures Sussex Programme as a member of the multi-disciplinary team (MDT) located within the Communities Directorate at West Sussex County Council.

You will be working in a newly developed multi-disciplinary team alongside colleagues in the Communities Directorate, Adult Social Care and third sector providers bringing together a broad range of multi-disciplinary assessment and support service skills and experience. The team works holistically and intensively on an assertive outreach basis with a small caseload of clients across in West Sussex who experience homelessness (including insecure housing), contact with the criminal justice system, substance use, domestic violence and mental health challenges. The team covers Adur, Arun and Worthing.

There is a strong emphasis on learning and practice development, and as well as providing support, the team will identify blocks and barriers in the system, and utilise creative approaches, draw on best practice and work flexibly to help overcome challenges facing people with multiple disadvantage.

The team is part of the wider Changing Futures Sussex Programme; also working across Brighton & Hove and East Sussex. The Programme aims, through the delivery of flexible, trauma informed, person-centred support, to create an environment where individuals experiencing multiple disadvantage, who repeatedly fall through the net of service provision, are able to make lasting changes and improvements in their lives.

Changing Futures is a national programme funded by National Government (MHCLG) and the National Lottery Community Fund which seeks to improve the way public services are coordinated and delivered for people experiencing multiple disadvantage to make them better connected, and easier to access. It focuses on bringing together the work of local councils, charities and support services into easily accessible teams that can better cater for a person's range of issues, rather than them having to seek separate support for each area of their life.

For more information around the Changing Futures Programme, please visit [www.changingfuturesussex.org](http://www.changingfuturesussex.org)

## **Job Description and Person Specification**

<b>Job title</b>	Community Support Worker (Peer Navigator)
<b>Project base</b>	West Sussex wide
<b>Hours &amp; salary</b>	15 hours a week £10,166 per annum
<b>Accountable to</b>	Community Team Leader

## **About Emerging Futures CIC**

Emerging Futures works nationally with people affected by addiction, encouraging them to make positive changes to their lives.

We believe that no one should suffer the stigma associated with addiction, and that everyone seeking support should feel valued and respected.

We provide homes for people to connect with others and make the necessary changes to move towards independent, healthy living.

Our behaviour change services provide a confidential space to share experiences, and offer practical support to those who want to change.

The Emerging Futures accredited coach training develops the skills of our volunteers, motivating people to give back and reconnect with their community.

## **About the role**

Emerging Futures work in partnership with Changing Futures Sussex to support those who have multiple compound needs, meaning those affected by three or more of the following: homelessness, substance misuse, mental health issues, domestic abuse, and/or contact with the criminal justice system.

As a Community Support Worker (Peer Navigator) you will work closely with the wider MDT to support people on an outreach basis across West Sussex. Your aim is to meet the needs of clients with multiple compound needs and provide support when they need it, leading to increased periods of stability and more opportunities to make positive changes in their lives.

You will provide person-centred, trauma-informed support and utilise your own lived experiences to engage and support people as well as being an inspirational role model.

You will work with local services to improve health outcomes for people using our services and improve access to a range of health and wellbeing services.

You will be offered training, professional development and reflective practice supervision. Although regular support will be provided, much of the day-to-day work will take place without direct management direction so you will need to be self-directed and emotionally resilient.

## **Principal duties and responsibilities**

### **Supporting those around you**

Support the wellbeing of all volunteers, mentors, advocates, and coaches within the partnerships we are involved in.

### **Service delivery and performance**

Working creatively to engage individuals who may not be in touch with mainstream services, those isolated in communities, unaware of services, or who do not feel services are for them.

Provide a friendly and consistent space including 1:1 and group activities for individuals to engage in an informal way which is not overtly addressing recovery needs.

Utilise your own personal experiences of homelessness, domestic abuse, substance misuse, mental health difficulties and/or contact with the criminal justice system to communicate with individuals, aid their engagement, show empathy and act as a role model.

Attend team meetings/group supervision and reflective practice with the aim of sharing good practice and finding solutions.

Engage individuals experiencing multiple disadvantages, with the aim of exploring their needs, and engaging them with the wider MDT with partners.

Gain feedback from individuals on their experience of services and feedback to the central programme team, either formally, as case studies or as informal feedback.

### **Community engagement**

You will help to raise the profile of Emerging Futures, promote your service and share examples of best practice with wider audiences.

You will work with local communities, families, employers, training organisations, recovery communities, advocacy, mutual aid and other organisations to develop local recovery networks.

You will take an active role in the wider community and create opportunities for partnership working to make recovery visible, viable and an attractive option for all.

### **Health, safety, and risk management**

You will ensure the safety of all service users and maintain awareness of risks and changes in the working environment.

You will contribute to the maintenance and monitoring of health and safety and security policies, systems and protocols.

You will comply with and adhere to serious untoward incident, accident and safeguarding reporting in line with policy and procedures.

You will deal with issues and complaints raised by complying with EF's complaints processes.

## **Generic duties and responsibilities**

### **Confidentiality**

Service user, volunteer and staff information is confidential. It is a condition of employment that staff do not use or disclose any confidential information obtained in accordance with data protection legislation.

### **Code of Conduct**

All staff are expected to adhere to all Emerging Future's policies and procedures that establish standards of good practice and follow any codes of conduct which are relevant to their own profession. Staff will promote and ensure adherence to Equality of Opportunity policies and anti-discriminatory practice, demonstrating Emerging Future's commitment to valuing diversity.

### **Privacy and dignity**

Staff should respect service user/family/carer's diversity, cultural needs and privacy.

### **Safeguarding**

All staff have a duty to safeguard and promote the welfare of service users, volunteers, their families and carers. Staff have a duty to ensure they are familiar with safeguarding policies, attend safeguarding training and know who to contact if they have concerns about an adult or child's welfare.

### **Health and safety**

Emerging Futures has a duty of care to employees and will ensure that, as far as is reasonably practicable, adequate training, facilities and arrangements for risk avoidance are in place. All employees are required to comply with relevant Health & Safety legislation and policies relating to Health & Safety and Risk Management

### **Professional development**

Staff must be committed to their professional development and keep up-to-date with relevant developments and legislation in the sector.

## Skills and experience

Essential	Desirable
<p>Experience of supporting individuals to initiate and sustain their own wellbeing in the community.</p> <p>Experience of providing peer support on a voluntary basis.</p> <p>Excellent communication skills.</p> <p>Knowledge, experience or understanding of coaching models and mentorship.</p> <p>Experience of effective, purposeful and active partnership working.</p>	<p>Group work experience and ability to deliver training.</p> <p>PTTLS or equivalent qualification.</p>