

## JOB DESCRIPTION

Job Title:	<b>Community Development Worker</b>
Reports to:	Programme and Partnership Manager
Manages:	N/A
Geographic focus:	Southwark
Salary:	£32,000
Hours of Work:	37.5 per week
Duration:	Fixed term contract for 12 months
Benefits:	26 days annual leave plus bank holidays, pension contribution

### About Black Thrive

We exist to change the odds stacked against Black people by embedding race equity into systemic change so that thriving is not the exception but the norm.

[Black Thrive Global](#) evolved from the work of the [Black Thrive Lambeth](#) Partnership, which was established in 2016 to address the inequalities that negatively impact the mental health and wellbeing of Black people in Lambeth. Black people's cumulative exposure to negative experiences and poor outcomes are not unique to Lambeth and Black Thrive Global was founded in 2020 to address the detrimental outcomes for Black people of African and Caribbean descent wherever they may be located.

Our work covers all life stages – children and young people, working age adults and older adults. Our guiding principle is to centre the lived experiences of Black communities in all that we do, and our strategic priorities are to embed race equity in systems change and to decolonise the evidence landscape.

### Black Thrive Lambeth values

1. We work together with service users, their support networks, and whole populations, engaging meaningfully with Black communities to realise their potential
2. Our core business is improving mental health outcomes for Black people, taking accountability to ensure that this is embedded in the work of our partners.
3. We use data to identify priorities for development and growth in community and cross-sector actions in relation to Black mental health service delivery.

4. We work to influence changes to the wider national and regional conditions that hold Black mental health inequality in place.

## **Job summary**

South London and Maudsley (SLaM) is in the process of reorganising their community mental health services in line with the national framework and funding guidance. Within Southwark, this involves reshaping secondary care teams, and strengthening relationships with primary care, local council, and voluntary sector partners. Black Thrive Lambeth is working in partnership with SLaM bring to a new perspective to existing NHS teams and present a partner approach to working differently. These changes to the service are focused on striving for recovery, acknowledging the inherent challenges of racism for Black communities within traditional mental health services and providing support that enable people to live full lives.

The Community Development worker will be embedded within Black Thrive Lambeth and South London and Maudsley's team members to enable the timely exchange of local and service level knowledge. The work involves building partnerships and trust between statutory services and local communities to generate solutions in response to what Black communities need to access mental health services. This will lead to tangible ways to support people from Black communities to access community based mental health support earlier on to prevent them from coming into contact with mental health services when they experience crisis. This programme aims to enhance the range of support available to people accessing secondary care mental health services.

## **Purpose of the role**

The purpose of this role is to act as a bridge between NHS services and Black communities, voluntary and statutory sector organisations, prioritising work which seeks to address the most significant inequalities in access, experience, and outcomes in mental health services for communities of Black African and African-Caribbean backgrounds. This role will work primarily at a group and organisational level (engagement, networking, planning) rather than individually with people who may need services, however the role may involve some individual advocacy and signposting.

The focus of the work initially will be to establish links with existing community organisations and building networks and creating a picture of local needs and opportunities to improve mental health services.

## **Key working relationships**

- SLaM Southwark PCMHTs and other community teams including STEP, Talking Therapies Southwark (IAPT), crisis services
- SLaM Patient and Carer Race Equality Framework (PCREF) programme team
- Southwark Independent Advisory Group- A community led group which works with SLaM to hold the trust to account and support with the design and implementation of projects that improve services.

- Southwark Council – Southwark Stands Together Health Inequalities workstream leads, social care mental health leads
- Community Southwark – mental health providers network, REACH network, Latin American network
- Southwark Wellbeing Hub
- Primary Care Networks – social prescribing leads, mental health practitioners
- Croydon BME Forum- Host organization working with Black Thrive and SLaM with the engagement of Black communities in the PCREF programme

## **Duties and responsibilities**

1. Networking in the community and within the local system to develop and sustain positive relationships with residents, community leaders, local groups, services, and organisations
2. Engage with communities to identify needs, gather information on people's experiences of services, identify potential solutions and share insights with stakeholders to drive change.
3. Involve communities and other key stakeholders in specific co-production activities that directly shape policy, research, commissioning intentions and service delivery.
4. Develop ideas for building community assets, supporting the development of the Black-led infrastructure and capacity within Black communities to lead on placing the voices of Black communities at the centre of decision making and to deliver community-led solutions.
5. Design and/or maintain databases to support relationship management and engagement with community members, partners, and other stakeholders.
6. Design, organise and facilitate activities/events that draw in and involve a range of people and stakeholders and manage the associated administration such as room bookings, preparing and distributing of agendas, minute taking and action tracking.
7. Support prevention and mental health promotion efforts– connect local communities/organisations to education/training opportunities
8. Work with providers and Black communities to raise awareness of mental health services and to codesign approaches that will address stigma, barriers to accessing services, rebuilding Black communities trust and confidence in statutory services.
9. Produce and deliver presentations, reports, and other material relevant to the role.
10. Participate in and support research and evaluation.
11. Listen to and communicate with a diverse range of people.
12. Respect people's personal choices and be non-judgmental.
13. Advocate with and on behalf of the Black community to raise concerns about services, challenge biases and to influence individuals, teams, and organisations to adopt anti discriminatory practices.
14. Work within the organisation's ethos, principles, policy, and procedures in respect of equal opportunity, anti-discriminatory and anti-oppressive practices.
15. Attend team meetings, take part in regular one to one supervision with line manager and in group supervision for peer workers.
16. Provide regular verbal and written reports to your Line Manager.
17. Attend appropriate training and development as agreed with your line manager.

18. To undertake any other duties and/or times of work as may be reasonably required of you, commensurate with your grade or general level of responsibility within the organization.
19. Spend up to 10% of time supporting corporate business, such as strategy and administration.

### **Interim arrangements**

During the Covid-19 pandemic, staff are working in the office and at home. The role is likely to require the postholder to work in community settings on average two to three days per week.

As this is a shared role between Black Thrive and South London and Maudsley NHS the postholder will also spend time between Black Thrive's and SLAM's offices. between the office and community settings three to four days per week. In addition to this Black Thrive hosts monthly team meetings face to face.

### **Additional information**

An enhanced DBS check is required for this role; however, previous convictions will not automatically prevent you from being accepted for this role.

## PERSON SPECIFICATION

Each requirement will either be identified through the candidate’s application form or interview. Candidates should not be hired unless they have ALL essential (E) requirements. Areas that can be developed through learning and development can be deemed desirable (D). Where candidates lack the competencies identified as ‘desirable’ in the Person Specification, they will be required to address these as a priority if appointed to the post.

<b>Qualities required</b>	<b>E/D</b>
<b>Experience</b>	
Building effective working relationships with colleagues and community members	E
Evidence of coordinating and delivering, communities and outreach campaigns	E
Evidence of successful outreach and engagement with Black communities	E
Understanding of personal recovery and the ability to impart this to aid recovery	E
Experience of working with sensitive issues with diplomacy	E
Experience of working with and or delivering services to communities adversely affected by racism	E
Experience of using creative approaches and digital platforms/techniques for community engagement	D
<b>Knowledge, skills, ability</b>	
Good knowledge of approaches to successfully engage Black people who are underrepresented and experience disadvantage	E
In depth knowledge and understanding of the experiences of people of African and Caribbean descent and the factors that influence their health and wellbeing outcomes	E
Evidence of gathering community insights to change mindsets and or improve access to, experience of services or outcomes	E
Good knowledge and understanding of race, equality, and the impact of institutional and systemic racism on individuals/communities; and a commitment to the social model of disability and antiracist practice	E
Knowledge of local services (e.g., public services, community led and 3rd sector/charitable services) and the ability to work in partnership with community and statutory organisations.	E
Ability to facilitate the development of connections to people, skills and resources within Black communities, so people feel empowered to take the lead in working with system leaders to realise the change they want to see.	E
Comfortable working in an open and flexible way and responding to the changing priorities of the community and contexts you will be working in	E
Ability to record information clearly and accurately and to produce reports that meet the requirements of funders	E
Able to work to deadlines and tight timescales	E

Creative thinker with the ability to remain enthusiastic, optimistic, and solutions-focused in the face of adversity to deliver tangible results with minimal supervision	E
Willing to learn and undertake necessary training and development	E
Good verbal and written communication skills	E
ICT skills including the use of cloud-based software	E