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| S:\NEW MINDOUT LOGOS\JPEG format\NEW MindOut new logo.jpg | **Community Base**  **113 Queens Road**  **Brighton**  **BN1 3XG**  t: 01273 234839  e: [info@mindout.org.uk](mailto:%20info@mindout.org.uk)  Company Number 7441667  Charity Number 1140098 |

April 2018

Dear Applicant,

Thank you for your interest in the **Advocacy Worker** post with MindOut.

Enclosed with the application pack are:

* a job description
* a person specification
* background information about the project
* an application form

If you would like this information in another format, e.g. large print or recorded please let us know.

The post is for 30 hours per week, is confirmed for the next 12 months and is a permanent contract subject to on-going funding. The hours can be worked flexibly by arrangement and will involve occasional evenings and weekends. The post holder will be based in our office at Community Base, 113 Queens Road, Brighton.

The salary for this post is £22,950 pa pro rata (£19,671). MindOut provides up to 5% of salary contribution to pension scheme, depending on employee contribution.  The post holder is entitled to 29 days leave per year.

Applications will be judged according to the criteria of the job description and person specification as required by our Equality, Diversity and Inclusion Policy and Recruitment Policy. Please make sure you answer every point in the person specification on your application form, paying attention to essential criteria. All successful applicants are subject to an enhanced DBS check. This post is subject to a probationary period of 6 months.

Please return your application form to myself at the above address. I regret we are unable to accept late applications. The closing date for applications is **12 noon** on **Friday 11th May** and interviews will be held on **Wednesday 16th May.**

Yours sincerely,

Jason Saw

**MindOut**

**Lesbian, Gay, Bisexual, Transgender and Queer Mental Health Service**

**Job Description**

**Job Title** LGBTQ Mental Health Advocacy Worker

**Responsible to** Senior Practitioner

**Summary of Duties**

* to provide case work advocacy for LGBTQ people with mental health issues
* to develop advocacy interventions for older LGBTQ people
* to promote self advocacy, peer advocacy and group advocacy for LGBTQ people
* to support MindOut’s other services

**Main Tasks**

**Advocacy**

* work within the framework of Advocacy Standards and in line with the Advocacy Charter
* liaise with individual service users to determine their needs for support, guidance, representation and information.
* provide general information on older peoples services and support, housing issues, consent, legal rights, mental health service policy and procedures
* support service users in self-advocacy, expressing opinions, concerns and complaints about their care and treatment
* to ensure service users are aware of their options and support them to make informed decisions about treatment and care
* to manage an advocacy caseload and ensure service users are kept informed and up to date on any work being carried out on their behalf
* accompany or represent service users at decision making meetings such as case conferences
* to work to agreed case work standards, recording, referral, monitoring and evaluation systems
* maintain strict confidentiality with regard to information given by and information about service users
* liaise closely with MindOut’s Advocacy Senior Practitioner and Service Manger Team around case management and allocation
* to provide outreach to minority LGBTQ communities to help ensure the service is accessible

**Advocacy Related**

* monitor issues of general concern in the delivery and quality of services and contribute to MindOut’s policy and developmental role
* liaise with statutory and voluntary sector service providers on issues which arise from the course of the work
* provide information and advice on legal and rights issues to other professionals
* contribute to service development, quality assurance and staff training on advocacy and related issues
* maintain links with service user groups and other bodies as appropriate, to ensure that advocacy development remains centred on service users’ perceived needs
* to maintain awareness of advocacy and housing related issues and developments on a national basis

**General Responsibilities**

* attend as appropriate meetings with the Director, staff team and MindOut executive and sub committees
* prepare regular reports as required by the Director, MindOut committees or the project funder
* carry out other such tasks as appropriate in negotiation with the Director, which may be reasonably expected
* carry out all responsibilities with regard to MindOut’s Equality, Diversity and Anti-discrimination Policy and all other policies
* to participate in relevant training and self development
* the post holder will be responsible for undertaking their own administration

This job description will be reviewed periodically with the post holder to take account of changing demands.

**PERSON SPECIFICATION**

Outlined below are the experience, skills, knowledge and competencies required to carry out the tasks described within the job description. Please ensure that you use examples to demonstrate that you meet each individual criterion on your application form. Criteria marked ‘A’ will be used to shortlist candidates and criteria marked ‘I’ will be assessed during the interview stage. Criteria marked E are Essential to the role, D are desirable for the role.

| No. |  | **Assessment**  **Process** | **Essential/**  **Desirable** |
| --- | --- | --- | --- |
|  | **Experience** |  |  |
| 1 | Experience of working within the mental health sector and an understanding of mental health issues. Personal experience will be viewed positively. | A & I | E |
| 2 | Personal understanding and experience of lesbian, gay, bisexual, trans and queer issues, including those affecting people over 50 | A&I | E |
| 3 | Experience of delivering LGBTQ mental health advocacy | A & I | D |
| 4 | Experience of an affirmative approach to LGBTQ mental health issues and ageing | A & I | E |
| 5 | Experience of working to Advocacy Quality Performance Mark standards and the Advocacy Charter | A&I | D |
|  | **Skills** |  |  |
| 6 | Demonstrable ability to advocate on the behalf of others. i.e. good negotiation and problem solving skills. | A & I | E |
| 7 | Ability to prioritise and organise own caseload and maintain up to date records of work undertaken. | A & I | E |
| 8 | Proven abilities to engage with vulnerable adults and people in distress | A & I | E |
| 9 | Proven ability to establish and maintain effective relationships with professionals across varying disciplines. | A&I | E |
| 10 | Written and oral communication is concise and accurate. Ability to prepare written and verbal reports. | A & I | E |
| 11 | Ability to work flexibly as part of a team and on your own initiative. | A&I | E |
|  | **Knowledge** |  |  |
| 12 | Accredited training in advocacy, e.g. National Advocacy Qualification | A&I | D |
| 13 | Understanding of and demonstrable commitment to service user empowerment, service user participation and coproduction | A & I | E |
| 14 | Understanding of and demonstrable commitment to equality, diversity and inclusion within LGBTQ communities | A & I | E |
| 16 | Knowledge and understanding of mental health and older peoples services, and legislation relating to mental health and social care | A&I | E |

**MindOut Recruitment information April 2018**

**Who we are**

MindOut is run by and for LGBTQ people with experience of mental health issues. Our services are impartial, independent, non-judgmental, confidential and person-centred. Service user participation is key in all aspects of planning, delivery and governance of the organisation and its services.

Our Vision is a world where the mental health of LGBTQ communities is a priority, free from stigma, respected and recognised.

Our Mission is to improve the wellbeing of LGBTQ people who experience mental health issues, reduce mental health stigma, and promote positive mental health amongst LGBTQ communities.

Our aims are to:

* improve mental wellbeing for LGBTQ people
* reduce social isolation in LGBTQ communities
* reduce suicidal distress in LGBTQ communities
* reduce stigma associated with mental health
* improve mental health services for LGBTQ people

Our values and principles are:

* MindOut is run by and for LGBTQ people with lived experience of mental health issues
* Wellbeing includes all aspects of mental, physical and emotional health, across the whole range of mental health issues
* LGBTQ mental health is a collective concern for LGBTQ communities
* We work to promote equality and the diversity of our communities and the principle of accessible and safe spaces
* Our work is co-produced by service users, volunteers and staff; this applies to research, development, design, promotion and delivery
* Service users are engaged at all levels of the organisation and supported to volunteer, apply for paid work and become Trustees
* We work to continuously improve all we do
* We invest in our workforce

Our services include:

* advice and information
* mental health advocacy, including urgent need advocacy
* trans specific advocacy and group work
* peer support group work
* peer mentoring
* a low cost counselling service
* on-line support
* wellbeing courses and workshops
* suicide prevention initiatives, including Out of the Blue peer support group
* social groups and outings
* LGBTQ affirmative practice training and trans awareness training

**Peer Support**

In response to demand we have secured funds to develop new peer support initiatives for older LGBTQ people, especially for people over the age of 70. This new post will develop peer mentoring/befriending, building on the work of our existing peer mentoring service. This will include intergenerational peer mentoring/befriending, with volunteers aged under 30 and over 50.

Using a coproduction model of project development in collaboration with older LGBTQ service users and volunteers, the post holder will develop accessible peer support including within residential and supported housing services. They will plan a programme of promotion and outreach, events, stalls, workshops and training for older people and care providers.

**MindOut’s History**

For the first 12 years, MindOut was a project within Mind in Brighton and Hove. From 1st April 2011 MindOut became an independent organisation, a charity and a company limited by guarantee. We moved to offices at Community Base.

**Staff Team**

The MindOut staff team consists of the Chief Executive, Service Manager, Advocacy Senior Practitioner, Counselling Coordinator, three Advocacy Workers, a Suicide Prevention Worker, a Business Development Manager, two Administrators and two Group Workers working between 5 and 7 hours per week.

**Volunteer Team**

Currently MindOut has 35 volunteers working on the Counselling, Peer Mentoring, online and group work services.

**Board of Trustees**

MindOut’s Executive Committee has 9 Trustees, led by our Chair, Alison France.



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| **Please complete in type or black ink** |

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| **Application for the appointment of:** | Advocacy Worker |

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| **PERSONAL DETAILS (IN BLOCK/CAPITAL LETTERS)** |

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| **SURNAME & TITLE** | | | |  |  | | |  | **FIRST NAME** |  | |  | | |
|  | | | | | | | | | | | | | | |
| **Preferred Pronoun** | | | |  |  | | |  | | | | | | |
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| **TEL - Home:** | | |  | | | **Work:** |  | | | | **Mobile:** | |  | |
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| **E- mail** | |  | | | | | | | | | | | | |
|  | | | |  | | | | | | | | | | |
| If you are currently employed, may we contact you discreetly at work? | | | | | | | | | | | | | | Yes/No |

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| **EDUCATION AND TRAINING** | | |
|  | | |
| Please give details of your educational qualifications and experience including short courses where appropriate. Please continue on additional sheets if you need to expand this section. | | |
|  | | |
| **Venue** | **Date** | **Courses/Qualifications** |
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| **EMPLOYMENT HISTORY (INCLUDING VOLUNTARY WORK)** |
|  |
| **List in date order with present or most recent first** |
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| Please continue on additional sheets if you need to expand this section. |

| **Name and Address of Employer** | **Job title and brief description of responsibilities** | **From** | **To** | **Reasons for leaving** |
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| If you are currently employed, please state your notice period: |  |

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| **GAPS IN EDUCATION/EMPLOYMENT HISTORY** |
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| **If you have any gaps of 6 months or more in your education/employment history, please let us know in the following table.** Please continue on additional sheets if you need to expand this section. |

| **From** | **To** | **Reasons for gap** |
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| **KNOWLEDGE, SKILLS AND EXPERIENCE RELEVANT TO THE POST** |
|  |
| This is the most important part of the form. The person specification lists the knowledge and skills you need to do the job. These will not necessarily be gained through paid employment. They can also be gained through voluntary work and life experience. If you do not meet all the criteria it is unlikely that you will be short listed for interview. |
|  |
| When completing this section it is useful to use the criteria listed in the person specification as headings and under these please give examples by referring to your professional, academic, personal life or voluntary work. Use extra sheets if you need to and make sure they are clearly marked with your name and the title of the job for which you are applying. |
|  |
| **Knowledge, skills and experience relevant to the post: Statement** |
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| **Knowledge, skills and experience relevant to the post (continuation)** |
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I confirm that to the best of my knowledge the information given on this form is true and correct and can be treated as part of any subsequent contract of employment.

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| --- | --- | --- | --- |
| Signature |  | Date: |  |

| **REFERENCES** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | | | | | |
| Please give details of two people to whom we can apply for references concerning your suitability for this post. One of these should be your current or most recent employer. Please note we **DO NOT** accept friends or family members as referees. If you do not wish us to contact either referee before informing you, please make this clear. Any offer of employment will be subject to satisfactory references. | | | | | |
|  | | | | | |
| Name: |  | | Name: |  | |
|  |  | |  |  | |
| Job Title: |  | | Job Title: |  | |
|  |  | |  |  | |
| In what capacity do you know them? |  | | In what capacity do you know them? |  | |
|  |  | |  |  | |
| Address: |  | | Address: |  | |
|  |  | |  |  | |
| Post code: |  | | Post code: |  | |
|  |  | |  |  | |
| Telephone: |  | | Telephone: |  | |
|  |  | |  |  | |
| E-mail: |  | | E-mail |  | |
|  |  | |  |  | |
| Can we contact before interview? | | Yes/No | Can we contact before interview? | | Yes/No |

| **APPLICANTS WITH DISABILITIES** |
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|  |
| MindOut LGBTQ Mental Health Service is committed to employing people with disabilities. Please state any arrangements we can make to assist you, if called for interview or appointed to the post: |
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| Disciplinary /Criminal Record | |
| --- | --- |
|  |
| MindOut undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed. |
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| **Disciplinary**: Have you ever been the subject of disciplinary action in the past? No  Yes  **If Yes**, please give details below   |  |  |  |  | | --- | --- | --- | --- | | **Date** | **Employer** | **Subject** | **Outcome** | |  |  |  |  |   **Convictions**: Have you ever been cautioned by the police or convicted of a criminal offence? No  Yes  Have you ever been referred to the children’s or adult’s ‘barred’ list? No  Yes  **If Yes to either question,** please give details on a separate sheet. Note, this should exclude any spent convictions under Section 4(2) of the Rehabilitation of Offenders Act 1974, unless the job for which you are applying involves working directly with vulnerable adults, in which case both spent and unspent convictions cautions, bind overs and pending prosecutions must be declared. | |

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| **THIS SECTION WILL BE DETACHED AND WILL NOT BE SEEN BY THE SELECTION PANEL. IT WILL BE USED ONLY FOR MONITORING PURPOSES** |

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| **EQUAL OPPORTUNITIES IN EMPLOYMENT – STATEMENT OF POLICY** |
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| MindOut LGBTQ Mental Health Service is an equal opportunities employer and will apply objective criteria to assess merit. MindOut aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of nationality, religion, ethnicity, gender, gender expression, marital status, pregnancy or maternity, sexual orientation, age or disability or is disadvantaged by conditions or requirements which cannot be shown to be justifiable. MindOut is particularly concerned not to discriminate against applicants who have lived experience of mental health issues. |
|  |
| Selection criteria and procedures will be reviewed frequently to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees will be given equal opportunity and where appropriate and possible, special training to enable them to progress within and outside the organisation. MindOut is committed to a programme of action to make this policy fully effective. |
|  |
| Would you please provide the following information which will be treated as confidential but which will assist us to monitor and implement our Equal Opportunities Policy. Your application will not be affected by the information provided or if you choose not to complete part or all of this section. |

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| APPLICATION FOR THE POST OF: |  |

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| Please state here where you saw the post advertised |  |

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| **DOB:** |  |  |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **How would you describe your gender?** | | | | | | | | |
|  | | | | | | | | |
| Female |  | Male |  | Non-binary | |  | Queer |  |
|  | | | | | | | | |
| Unsure |  | Other – please state: | | |  | | | |

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| **Do you or have you ever identified as transgender?** |  | Yes |  | No |  |
| **How would you describe your sexual orientation?** | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Bisexual |  | Gay |  | Heterosexual | |  | Lesbian |  | Queer |  |
|  | | | | | | | | | | |
| Other – please state: | | | | |  | | | | | |

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| **Which category best describes your ethnic or cultural origin?** |

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| --- | --- | --- | --- | --- | --- |
| **Asian** | | **Mixed** | | **White** | |
|  |  |  |  |  |  |
| Asian British |  | Asian & White |  | British |  |
| Bangladeshi |  | Black African & White |  | Irish |  |
| Indian |  | Black Caribbean & White |  | European |  |
| Pakistani |  | Other |  | Other |  |
| Other |  |  | | | |
|  |  |  | | | |
| **Black** | | **Chinese or Other Ethnic Group** | | | |
|  |  |  |  |  |  |
| Black British |  | Chinese |  | Gypsy |  |
| African |  | Arab |  | Traveller |  |
| Caribbean |  | Jewish |  | Other |  |
| Sudanese |  |  | | | |

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| **If you have a religious or other belief how would you describe it?** |

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| Agnostic |  | Christian |  | Jewish |  | Sikh |  |
|  |  |  |  |  |  |  |  |
| Atheist |  | Hindu |  | Muslim |  | Other |  |
|  |  |  |  |  |  |  |  |
| Buddhist |  | Jain |  | Pagan |  |  |  |
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| Other belief: | | | |  |  |  |  |

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| **Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?** |

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| Yes a little |  | Yes a lot |  | No (don’t answer next question) |  |
| **If you answered yes, please state the type of impairment. If you have more than one, please indicate all that apply. If none apply, please mark “other” and write an answer in (examples given as guidance)** | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Developmental condition |  | Mental health condition | |  | Physical impairment |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Learning disability/difficulty |  | Long standing illness | |  | Other (please sate) |  | | | |