



West Yorkshire and Harrogate
Health and Care Partnership



Leeds Mind Recruitment

Information Sheet- Key Terms and Conditions of Employment

Service: West Yorkshire & Harrogate ICS Suicide Postvention Service

Post: ICS Postvention Practitioner X 2 Posts

Hours: Part Time 30 hours/week

Salary Scale: NJC Scale 6 Points 18-22

Salary: £24,313- £26,317 (Pro-Rata)

Contract: One year fixed term. Extension possible subject to funding.

Location: Across West Yorkshire & Harrogate region. Base to be confirmed.

Responsible to: Postvention Services Senior Practitioner

Annual leave: 28 days + 8 Statutory Holidays, increasing to 31 days after 3 years' service (holiday will be pro rata if part time hours)

Pension: 3% employer contribution, 5% employee contribution, enhanced by salary exchange.

Probationary Period: 6 months for all posts

Job Description

West Yorkshire & Harrogate ICS Postvention Practitioner X2 Posts

Introduction

West Yorkshire & Harrogate (WY&H) Integrated Care System (ICS) have commissioned the expansion of a suicide postvention service. Leeds Mind has been commissioned to deliver this service based on the existing Leeds Suicide Bereavement Service model, which has been operating in Leeds since 2015.

Leeds Mind is a progressive mental health organisation that supports people experiencing mental health difficulties to flourish. We are committed to developing services that are sensitive to individual need and of measurable benefit to users. With the funding provided by WY&H ICS we have the opportunity to work in partnership to co-deliver the service across the wider region.

WY&H ICS Postvention service will cover Bradford, Airedale, Wharfedale and Craven, Calderdale, Harrogate and Rural District, Kirklees, Leeds, and Wakefield.

Purpose of the role

West Yorkshire & Harrogate Integrated Care System (WY&H ICS) funding is to develop and deliver a 'Postvention' service to support people bereaved by suicide. The project will support people in the immediate aftermath of a suicide. Postvention is an internationally evidenced way of reducing risk of suicide in people who have been bereaved in this manner. Interventions offered within this service include peer led support for individuals, within groups and for families with children, and memorial events.

The post holders will be employed by Leeds Mind and be part of the regional team, based at different locations offering a range of interventions to people who have been bereaved by suicide. These include:

1. **Assessment of need** to identify the appropriate intervention to meet their needs
2. **1.1 support** for up to 6 sessions including practical, advocacy and emotional support
3. **Group support** including skills courses and peer support groups

The post holder will carry a caseload of people referred to the service and will have access to a vehicle to travel across the region to carry out this role.

Main tasks and responsibilities:

Service Delivery

1. Undertake assessment of need with people who have referred into the service
2. To feedback assessment information at weekly team meetings, for allocation of people to the most appropriate part of the service
3. Deliver appropriate support interventions to caseload of users accessing the service including 1:1, group and family support
4. To liaise with other organisations on behalf of the people you are supporting – (e.g. the coroner, police, housing provider, employer, benefits agency).
5. To make referrals or signpost to other services on behalf of people you are supporting
6. To facilitate a range of peer support groups
7. To ensure volunteer support group facilitators are well supported and feel valued in their role
8. To encourage people you are supporting to complete questionnaires and reviews to ensure the project is compassionate, respectful and effective.
9. Travel across the region to deliver a high quality Postvention support service

Promotion, Outreach and Liaison

1. Develop and maintain links with potential referrers and to promote the service.
2. To attend national conferences, steering group meetings and networking events as requested.
3. To contribute to the development of publicity and promotion materials

Organisation

1. Participate in 1:1s, performance and development, including Leeds Mind compulsory training programme
2. Undertake any staff development and training which is required, to enable the job to be performed in the best possible way
3. Attend and participate in service/team meetings
4. Work within the framework of Leeds Mind's policies and procedures
5. Promote the values, behaviours and ethos of Leeds Mind and West Yorkshire & Harrogate ICS
6. Promote the possibilities for empowerment of service users
7. Demonstrate a commitment to personal development
8. Be involved with wider organisation activities
9. Undertake any other reasonable duties as and when required

This job description cannot cover every issue or task that may arise within the post at various times and the post-holder will be expected to carry out other duties from time to time which are broadly consistent with those in this document. This job description does not form part of the contract of employment

It is Leeds Mind's policy to make reasonable adjustments to enable workers with a disability/ disability to undertake the above, including the interview process.

July 2019

ICS Postvention Practitioner

Person Specification

	Essential	Desirable	Shown by
Experience	<ul style="list-style-type: none"> • Experience of supporting people who have experienced trauma/emotional distress • Personal experience of being affected by a suicide at least 3 or more years ago . • Experience of facilitation of peer led groups 	<ul style="list-style-type: none"> • Promotion of services, including use of social media and websites • Supporting people by advocating for their needs 	Application form and interview
Skills & Abilities	<ul style="list-style-type: none"> • Car Driver with access to a vehicle and the means to travel across the region to deliver the service • Excellent organisational, time management and administration skills • Able to use a wide range of IT skills effectively • Able to work effectively with people who have experienced traumatic grief • Able to work calmly with people who have suicidal thoughts and feelings and to sensitively assess risk • Able to provide person centred one to one support to people in acute distress. Able to refer to appropriate services and liaise effectively with professionals • Able to support volunteer facilitators • Able to reflect on your own attitudes towards mental health and your own practice 		Application form and interview

	<ul style="list-style-type: none"> • Able to mediate and negotiate both internally and externally. • Able to work as part of a team and to provide support to colleague • Able facilitate and deliver peer support groups 		
Knowledge of:	<ul style="list-style-type: none"> • The impact of being bereaved by suicide • Theories of grief • The principles, philosophy and practical applications of the Peer Support and the Person Centred Approach • Knowledge and awareness of your own support needs • Local services in order to appropriately signpost to 		Application form and interview
Attitude and Personal Attributes	<ul style="list-style-type: none"> • Understanding of and commitment to the values and work of Leeds Mind and West Yorkshire & Harrogate ICS • Commitment to continuous improvement 		Application form and interview