

Role Profile	Group Worker/Therapeutic Group Worker - Full Time
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Reporting To:	Head of Therapeutic Services
Responsible For:	<p>Participating in the delivery of high quality, evidence based group interventions within a residential rehabilitation setting, to a client group experiencing difficulties as a consequence of drug and alcohol misuse.</p> <p>Delivering structured groups as lead and co facilitator</p> <p>Ensure the programme supports the Recovery Model or the 12 Step Programme (our staff team work across 2 projects on the same site, offering different models for recovery)</p> <p>Support, implement and deliver a variety of groups for our residents – supporting individuals towards recovery, increased resilience, and wellbeing, by committing to supporting a positive affirming environment where individuals can work together to generate hope and aspirations and develop their motivation.</p>
Purpose of Role	<p>A multi–faceted role demanding high standards of client centered care, which includes:</p> <ul style="list-style-type: none"> ● Ensuring the physical, emotional and social well being of residents at all times, ensuring the diverse needs of the residents are identified and met ● Ensuring the individual daily living requirements and treatment needs of our residents are met. ● Participation in the delivery of the 12 Step Programme, therapeutic and psychoeducation interventions, both group and individual. ● Ensuring the delivery of care to all residents meets the required high standards of The Trust and Care Quality Commission (CQC)
Hours of Work:	Monday – Friday 37.5 hours Some Saturdays as required by Group programme

Key Accountabilities and Responsibilities

- Noting resident and group engagement in case notes, daily complete relevant documentation in order to meet the requirements of organisation, stakeholders, programme and legal requirements.
- Working in a trauma informed way
- To participate in Clinical Case Reviews and House Forums, when required.
- To be part of a therapeutic team, ensuring service users engage with the core therapeutic programme.
- To support, monitor and coach the service users in occupational or other beneficial activities either individually or as a group
- To help develop and deliver a range of evidence-based approaches designed to address the service users' emotional, social, health and practical needs.
- To be able to utilise skills flexibly, offering a wide range of integration advice and guidance to assist service users 'next step' whilst in treatment such as education, volunteering, financial, resettlement etc., including signposting to appropriate external agencies.
- To communicate and correspond with all necessary internal and external stakeholders in relation to progression of the service user through the Recovery Programme, including the collating and writing of progress reports, where required.
- To facilitate structured groups within the therapeutic programme including Therapeutic Gardens and Workshops, where required.
- To facilitate and co-facilitate groups, as required.
- To undertake, maintain and develop a range of general tasks necessary for the smooth running of the project.
- To share responsibility for the safety in the building, including conducting room searches, monitoring movement in and out of the building as appropriate.
- To store, administer and control medical supplies in line with Trust protocols.
- To administer medication and maintain appropriate logs, in accordance with Trust Policies and procedures.
- To ensure that medicines and Dangerous Drugs Act records are kept up to date as required by law.
- To undertake urine, breath or saliva testing with service users, ensuring privacy and dignity are maintained at all times.

- Provide collegial support as a member of the team
- Provide clear client focused feedback to colleagues for effective shift handovers.
- Ensure clear and effective communication is practiced for the benefit of the service user.
- To participate in individual and group Line Management and group Supervision.
- To observe professional standards of good practice, ensuring the service remains compliant with CQC minimum standards at all times.
- To contribute to and support the service to meet targets, including occupancy, retention and discharge, providing all necessary data in a timely manner.
- As an employee of Kenward Trust, it would be your responsibility to adhere to the safeguarding policy and immediately report to your manager and concerns or suspicions that you might have regarding potential abuse or neglect against our residents, their friends, families or loved ones.

Requirements for all staff:

1. This job description is a broad reflection of the current duties. It is not necessarily exhaustive and changes will be made at the discretion of the manager in conjunction with the post holder.
2. Time scales for achievement and standards of performance relating to the duties and responsibilities identified in this job description will be agreed via the annual appraisal process with the post holder.
3. As an employee of Kenward Trust, the post holder will have access to confidential information. Under no circumstances should this be disclosed to an unauthorised person within or outside the Trust. The post holder must ensure compliance with the requirements of the Data Protection Act.
4. As an employee of Kenward Trust, the post holder will be required to adhere to all Trust policies including Equal Opportunities where all employees are expected to accept individual responsibility for the practical implications of these policies.
5. The post holder is required to take reasonable care for the health and safety of themselves and others
6. This post may require the post holder to travel between projects and external to the organisation in the course of fulfilment of their duties.
7. Kenward Trust has a strict no smoking policy applicable to all its buildings.
8. Clinical Governance: You will be expected to take part in the processes for monitoring and improving the quality of care provided to residents. This includes risk

management and clinical audit. You will be expected to ensure that residents receive the information and support they require and are treated with dignity and respect.

9. All staff are required to participate in learning and development opportunities and ensure they remain compliant with statutory and mandatory training requirements throughout their employment.
10. SAFEGUARDING CHILDREN – All employees, regardless of the work they do have a statutory duty to safeguard and promote the welfare of children. It is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the Trust’s Safeguarding Policy. You have a responsibility to support appropriate investigations either internally or externally.
11. SAFEGUARDING ADULTS – All employees, regardless of the work they do have a duty to safeguard and promote the welfare of vulnerable adults. It is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally.
12. All staff are required to provide the highest levels of service in their work and to adopt the highest standards of behaviour as stated and implied in the Trust Values.

Person Specification:

	ESSENTIAL	DESIRABLE
EDUCATION & TRAINING	<p>Care Certificate level 2 or above or working towards this. We may be able to provide this training for the right candidate</p> <p>Evidence of experience or training in a related subject</p>	<p>Substance misuse and/or mental health training.</p> <p>Awareness of Trauma Informed Care</p> <p>Therapeutic Counselling Diploma</p>
EXPERIENCE	<p>Relevant experience in group work.</p> <p>A minimum of 12 months relevant experience of or working in the field of substance misuse or mental health</p>	<p>Training in group work</p> <p>Working understanding of The 12 Step Recovery Programme</p>
	Proficient in the use of	Knowledge of therapeutic

SKILLS & KNOWLEDGE	<p>Microsoft Outlook, and Microsoft Word and familiar with relevant database management systems</p> <p>Good knowledge of Drug and Alcohol issues and treatment</p> <p>Ability and willingness to share drug & alcohol knowledge and skills with colleagues.</p>	<p>communities</p> <p>Evidence of continuous professional development</p>
PERSONAL ATTRIBUTES	<p>Taking Personal Responsibility</p> <p>Problem Solving</p> <p>Resilience and Adaptability</p> <p>Team Working</p> <p>Boundaried, compassionate & Kind</p> <p>Building relationships and embracing diversity</p> <p>Effective verbal and written Communication skills</p> <p>Service User Focus</p> <p>The ability to form therapeutic relationships.</p>	

Other requirements:

Candidate must will ideally have a full clean driving licence

No criminal record that prevents work with our client group or which would harm our reputation.

Ability to work Rota pattern, including Saturdays.

Care Act (2014) requires all care workers to undertake the Care Certificate, if they have not already done so. Kenward Trust operates an internal Care Certificate training programme in addition to a comprehensive induction and on-going training programme