

JOB DESCRIPTION

JOB TITLE	Health and Wellbeing Coach
Salary Grade	4BC £29,930-£32,067 per annum, pro rata
Hours	37 per week (including occasional evenings and weekends)
Department	LiveWell
Responsible To	Work & Wellbeing Manager
Responsible For	N/A
Cover For	Work and Enterprise Coach
Cover By	N/A
Liaising With	SYHA staff, customers, partners, statutory services and host organisations.

MAIN PURPOSE

Health and Wellbeing Coaches will support customers with complex needs to overcome health barriers to then gain employment. Good Work is an integrated, person-centred employment service for people with physical and mental health conditions, learning disabilities and complex needs. It's based on Individual Placement Support, a "place then train" approach that's shown to be twice as effective as traditional approaches. A "place then train" approach focusses on places customers in competitive employment first and training them after.

Health and Wellbeing Coaches will work Full time on the Good Work program, a supported employment program funded by the National Lottery Community Fund and European Social Fund.

Health and Wellbeing Coaches will cover the Sheffield City Region, Derbyshire and North Nottinghamshire. Host organisations from across these regions will make direct referrals to the programme.

The Health and Wellbeing Coach will be a person-centred worker leading on providing support, mentoring and training to Work and Enterprise Coaches and working with customers to build on skills and assets that can support their journey to work. With a

qualification in Counselling (or other psychology related qualification), Occupational Therapy or other Allied Health Professional Qualification at Degree level which would meet the requirements for relevant accreditation e.g. BACP the Health and Wellbeing Coach will bring clinical expertise in providing therapy for customers.

The Health and Wellbeing Coach will help customers develop or regain physical or mental functions or adjust to disabilities by implementing a therapeutic programme of support. Coaches will work within a multidisciplinary team with health, housing, private and voluntary organisations combining both clinical and community provision.

MAIN TASKS AND RESPONSIBILITIES

- To provide mentoring, training and support to others within the Good Work team.
- To lead on meetings such as weekly group supervision with other Good Work staff,
- To undertake assessment of customers referred to the service, including assessment for appropriate intervention and assessment of risk.
- To provide focussed therapeutic interventions to customers from a variety of backgrounds e.g. mental health, learning disabilities, drug and alcohol misuse etc.
- To formulate, implement and evaluate therapy programmes for customers.
- To attend meetings relating to referrals or customers in receipt of support where appropriate.
- Provide personalised therapy for customers to enable customers to enter/sustain employment.
- To prepare customers for employment by consulting with employers; helping employees understand the needs of customers with complex needs.
- To work alongside the Work and Enterprise Coach to provide holistic support to customers working towards customers gaining competitive, sustainable employment.
- To work with customers with complex needs and to identify therapy goals as part of their overall support plan by implementing, analysing and interpreting specialist tools to reduce the consequences of conditions.
- Provide support to customers to help overcome barriers to work e.g. travel planning.
- To assess and integrate issues surrounding work and employment into the overall therapy process.
- To apply a good level of understanding of the effect of the customers needs and provide support and advice on lifestyle changes and adaptations to the customer's social and physical environment.

- Assist employers in making adjustments to the workplace based on customer need.
- To sort and sequence support from partners and statutory provision where needed.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional societies and sharing this knowledge across the programme and association.
- To be a contact point for customers throughout their stay on the programme.
- To be a contact point for other Good Work staff re. HWB questions.
- Maintain and develop working relationships with the partnership and other agencies involving them in assessments, reviews and therapy planning.

OTHER AIMS FOR THE POST

- Maintain up-to-date knowledge of issues, trends, policy developments and legislation relating to employment, health, care and wellbeing
- To take part in any training course relevant to the post.
- To work in accordance with the Association's Diversity Policy.
- To work in accordance with the Association's Health and Safety policy and associated procedures.
- Undertake any additional tasks as reasonably required by your line manager.
- To work within and promote the values, promises and policies and procedures laid down by SYHA and be involved in the development and review of policies and procedures as required.
- To attend clinical/managerial supervision and appraisal meetings as specified by the post holder's line manager and to take part in any training deemed relevant to the post.
- To promote SYHA's Diversity strategy and policy in all aspects of service delivery.
- To promote the Good to Great methodology and ensure that this is embedded and monitored effectively.

MISCELLANEOUS/SCOPE

- Any other duties as required by the Work and Wellbeing Manager or the Programme Lead.



South
Yorkshire
Housing
Association



CONDITIONS OF SERVICE

JOB TITLE	Health and Wellbeing Coach
Salary grade	4BC £29,930 – £32,067 per annum, pro rata
Hours	37 hours per week (including some evenings and weekends).
Leave	27 days annual leave, plus 8 statutory Bank Holidays and 4 additional days at Christmas, Easter, Spring and August Bank Holiday (pro rata if temporary or part time). The leave year runs from 1 April to 31 March.
Pension	You are eligible for membership of the Association's contributory pension scheme which is the Social Housing Pension Scheme (SHPS) subject to the trust deed and rules of SHPS. For more details please contact the HR Department.
Unions	SYHA recognises UNITE and UNISON, with whom the Association has entered into an agreement where union members have negotiating rights in relation to conditions of service.
Car Allowance	This post does attract essential car user allowance.
Job Share	The post is open to job share.
Location	Sheffield City Region (exact location to be confirmed).
No Smoking	SYHA operates a no smoking policy within all our offices.

PERSON SPECIFICATION

JOB TITLE Health and Wellbeing Coach

Criteria	Essential
Impact on Others	<ul style="list-style-type: none"> • Ability to communicate effectively with a wide range of people, from clinical and community backgrounds. • Ability to work as part of a multidisciplinary team and under own initiative. • Ability to adopt a coaching/motivational interviewing approach to support customers.
Motivation	<ul style="list-style-type: none"> • Ability to work on own initiative and organise own caseloads in line with the IPS fidelity scale. • Ability to motivate and engage customers.
Values	<ul style="list-style-type: none"> • Demonstrable commitment to SYHA values and behaviours. • Commitment to equality and diversity. • Commitment to understand and take account of the aspirations and assets of customers.
Professional Know-How & Qualifications	<ul style="list-style-type: none"> • Qualification in Counselling (or other psychology related qualification), Occupational Therapy or other Allied Health Professional Qualification at Degree level which would meet the requirements for relevant accreditation e.g. BACP. • Evidence of continuing professional development. • Experience in a psychologically informed environment/Allied Health Professional role or equivalent. • Coaching/Motivational Interviewing qualification or experience. • Understanding of multi-agency partnership working. • Good data, IT, and literacy skills. • Ability to work to an outcome-based model whilst evidencing improving people's health and wellbeing.
Problem Solving	<ul style="list-style-type: none"> • Ability to adjust approach/plans depending on customer needs. • Ability to manage difficult situations relating to programme activity.
Work Related Circumstances	<ul style="list-style-type: none"> • Ability to use a wide range of IT packages such as Microsoft Word & Excel, Outlook, PowerPoint and Access.