

Gaddum

...

Group Supervision Facilitator (Culturally Appropriate Advocacy)

Job Description:

Job Title: Group Supervision Facilitator (Culturally Appropriate Advocacy)

Accountable to: Chief Executive

Responsible to: Head of Operations

Reporting to: Culturally Appropriate Advocacy Service Manager

Location: Green Fish Resource Centre, Manchester, M4 1LE

Salary: £40-60 per hour

Hours: 1.5 hours per calendar month

Contract: Self employed, third part contractor

Context

At Gaddum, we treat everyone as individuals. We really get to know those we help, understanding their world to offer a range of support that's right for them. Our promise of tailored support is made possible by our breadth and depth of knowledge, through our unwavering commitment to the local people of Greater Manchester.

Our experience listening to generation after generation, for nearly 200 years, has taught us the importance of considering not just the individual but also the relationships around them. Our innovative approach means we can, not only build resilience, but identify further risks and offer preventive support now and in the future. At Gaddum, we believe that by supporting individuals, we ultimately help support entire communities.

Our aim is to empower and enhance the lives of people in Greater Manchester.

Job Summary

The Culturally Appropriate Advocacy Service provides Advocacy for racially minoritised people (Black, Asian and Minority Ethnic people) in Greater Manchester who are being treated in a psychiatric inpatient site or who are at risk of detention under the Mental Health Act.

We aim to address racial disparities experienced in mental health care through Advocacy. We know that people from racially minoritised backgrounds are more likely to be detained under the Mental Health Act and experience worse outcomes when accessing care. Our Advocates work in partnership with the people they support and take their side. We promote social inclusion and social justice through Advocacy.

We want to proactively support our Advocate team and are introducing independent group supervisions based on the feedback from our Advocates. The Group Supervision Facilitator will facilitate monthly 1.5-hour group supervision sessions for a team of Culturally Appropriate Independent Advocates.

Job Purpose

Gaddum

•••

To facilitate 1.5-hour monthly group supervisions for a team of Culturally Appropriate Independent Advocates (6-8 people). These supervisions will support their work Advocating for people in acute psychiatric inpatient environments who have complex mental health needs and experience racism and discrimination.

Main Duties and Responsibilities

- To facilitate monthly 1.5-hour group supervisions for a team of Culturally Appropriate Independent Advocates (6-8 people)
- To provide a supportive space for Advocates to discuss challenges in their working practice in a confidential environment and collaboratively support each other.
- To ensure a well-managed group environment in which participants work cooperatively and all members of the group can participate and contribute.
- To provide group supervision in line with evidence-based theories and models.
- To understand the challenges that Culturally Appropriate Independent Advocates may experience in their day-to-day role, including working in acute psychiatric inpatient settings.
- To understand the challenges that Advocates from a racially minoritized background may experience when working with people experiencing racism and discrimination.
- To be able to facilitate a group supervision for professionals who regularly encounter and challenge racism and discrimination in practice.
- To provide culturally appropriate group supervisions, working in a context of anti-racism, learning, cultural humility and inclusion.
- To collaborate with Team Leaders or the Service Manager to ensure the maintenance of consistent, reliable, monthly supervision sessions.
- To prepare appropriately for sessions and to manage all related notes and documentation effectively and with due regard to confidentiality.
- To provide a short quarterly report to the Services Manager.

Other key tasks & responsibilities of the role:

- To adhere to Gaddum Policies and Procedures.
- To be aware of personal safety and security when carrying out work.
- To promote the work of the Gaddum Advocacy and Gaddum
- To adhere to Gaddum's Safeguarding Adults policy and report any concerns.

Other Duties and Responsibilities

Evidence of the following professional requirements must be provided:

- Evidence that you are treated as self-employed by HM Revenue & Customs
- An enhanced DBS clearance
- A valid certificate of Professional Liability Insurance

Gaddum



- Professional Qualification in Counselling or Therapy

The post holder will be required to undertake other tasks as reasonably directed by the Programme Management and Senior Management Team, which will usually be commensurate with the skills and experience of the post-holder.

The details contained in this job description, particularly the principal accountabilities, reflect the content of the job on the date the job description was prepared. It should be remembered, however, that it is inevitable that over time, the nature of individual jobs will change; existing duties may be lost, and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, this job description may be revised from time to time.

All staff are expected to work within all Gaddum policies and procedures. This role is subject to a DBS check.

Location of Services

The monthly group supervisions will be conducted in person at Green Fish Resource Centre in Manchester. Online sessions may be required at the group's request.

All contractors are expected to work within relevant Gaddum policies and procedures.

How to apply

Please submit your CV and cover letter (max 1 page) to hr@gaddum.org.uk

For further information on the role, please contact our Assistant Head of Operations, Lily Huggins on 0161 834 6069.

Gaddum

Person Specification:

Criteria	Essential	Desirable	Assessed
Qualifications & Training	<p>Professional Qualification in Counselling or Therapy¹.</p> <p>Professional Membership with an accredited body².</p> <p>Experience of providing supervisions to professionals.</p>	<p>Experience of working in psychiatric inpatient settings.</p> <p>Has lived experience of receiving, or caring for a person receiving, inpatient mental health care or Advocacy services.</p>	Application/ Interview /Test
Knowledge & Experience	<p>Knowledge of psychiatric inpatient treatment and the challenges professionals may face working in a psychiatric inpatient setting.</p> <p>Knowledge of racial disparities in mental health and social care services and the challenges experienced by racially minoritised communities accessing mental health services.</p> <p>Knowledge of the basic principles of Advocacy.</p>	Knowledge of Independent Mental Health Advocacy (IMHA)	Application /Interview /Test
Skills & Abilities	<p>Ability to offer a range of creative techniques to support group supervisions.</p> <p>Basic IT skills, including word-processing, emails and online calendar management.</p> <p>Skills in organisation – must be very well organised and committed to ensuring consistent group supervisions.</p> <p>Ability to confidently provide support to professionals who regularly address racism and discrimination as part of their day-to-day role.</p> <p>Ability to provide culturally appropriate group supervision to professionals.</p>		Application/ Interview /Test

Gaddum

•••

<p>Values and Personal Attributes</p>	<p>A commitment to Gaddum values of being - Supportive, Empowering, Professional, Innovative and Diverse.</p> <p>Demonstrable commitment to anti-racism and upholding the rights of people who face disadvantage or discrimination.</p> <p>The post holder must display integrity, honesty and good judgement.</p>		<p>Application/Interview</p>
<p>Other requirements</p>	<p>Evidence that you are treated as self-employed by HM Revenue & Customs</p> <p>A valid certificate of Professional Liability Insurance</p>		<p>Application/Interview view</p>