



JOB DESCRIPTION & Person Specification	
Job Title:	Social Prescriber
NJC Scale Point:	NJC Pt 18-20 (£24,313-£25,295) depending on experience, pro rata for part time roles.
Hours:	<p>Up to 30 hours per week and such additional hours as are required by the business from time to time.</p> <p>These will be worked flexibly to include some evenings and early mornings to meet service demand.</p> <p>Flexible working may be available subject to the requirements of the service, the business and operational management.</p>
Annual Leave:	26 days plus statutory and bank holidays (1 additional day after each year of service, up to a maximum of 31 days) pro rata.
Location:	Each worker will be based within a Primary Care Network in Bath and North East Somerset (PCN.) A PCN is a group of GP practices in a local area. The social prescriber will be based within 1 PCN spending time at each surgery on a rota basis.
Pension:	Contributory pension scheme (employer's contribution 7% to a minimum 3% contribution from employee).
Accountable to:	Social Prescribing Service Manager
Accountable for:	Volunteers

Principal Purpose of the Job

Primarily based within GPs practices and working as part of primary care multi-disciplinary teams (MDTS), social prescribers enable people to manage and improve their health, wellbeing and resilience by connecting them into community services, groups, activities and other pursuits.

Key Responsibilities

Use solution focused techniques such as motivational interviewing to give people the time and space to identify “what matters most to me” and to consider the impact of wider issues such as debt and poor housing on their health and wellbeing.

Work with the person to coproduce a simple and tailored action plan which is tailored to their priorities, interests and motivations and is designed to overcome any barriers to success.

Maintain excellent community knowledge and undertake research to identify the best services, groups, activities and other pursuits for a person’s specific needs and goals. Encourage people to take independent steps to improve their wellbeing.

Supervise a small team of volunteers ensuring that they add to and enhance service delivery e.g. by undertaking research and introducing people to community groups, activities and other pursuits.

Facilitate new and innovative solutions to complex situations as well as common barriers faced by people using the service.

Maintain an excellent knowledge of appropriate personal and charity grants; facilitating access for people where this will help them achieve or sustain greater independence.

Work as part of the PCN multi-disciplinary teams across allocated PCNs taking part in meetings, promoting the service to colleagues, providing advice and allocating time to each practice.

Work as part of DHI’s wider Social Prescribing Team and Virgin Care’s Community Wellbeing Service sharing best practice, knowledge, updating community directories and taking part in joint meetings and reflective practice.

Be local leaders and advocates, promoting Social Prescribing to a wide range of partners and community agencies through networking and attendance at relevant forums. Work with community organisations to identify local gaps, pressures and possible solutions.

Effectively manage a varied caseload of clients, ensuring that all quality and monitoring standards are met and that performance information is provided within the required timescales.

Organisational Responsibilities

1. At all times adhere to DHI policies and procedures, with specific reference to:
 - Confidentiality: ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity.
 - Data Protection Act and Information Governance: to comply with the requirements of the Data Protection Act and General Data Protection Regulations (GDPR) all policies and procedures relating to Information Governance and security of data.

- **Equal Opportunities and Diversity:** to ensure that all service users, their partners, colleagues both within DHI and other partner organisations are treated as individuals by following DHI's Equality and Diversity Policy.
 - **Health and Safety:** to ensure you comply at all times with the requirements of the Health and Safety regulations and DHI's Health and Safety Policy and Procedures. You are responsible for taking reasonable care with regard to yourself as well as any colleague, client or visitor who might be affected by an act or failure to act by yourself.
 - **Quality Assurance:** to ensure all activities are managed in a way that supports DHI's Quality Assurance systems.
 - **Safeguarding:** DHI is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.
 - **Lone Working:** to work in accordance with the DHI Lone Working policy and procedures.
2. At all times adhere to contract requirements, relevant legislation, good practice.
 3. Participate in the organisational planning processes and contribute to the establishment of DHI's business plan.
 4. To participate in regular team meetings, reflective sessions, supervision and support.

This job description contains only the main accountabilities relating to the post and does not describe in detail all the duties required to carry them out. As duties and responsibilities change, the job description will be reviewed and amended in consultation with the post holder.

General Information

The successful post holder will be employed by either Developing Health and Independence (DHI) or West of England Rural Network (WERN):

DHI is an experienced provider of social prescribing services in South Gloucestershire (2009-2014) and BaNES (2015 – present). On a national level, the charity's social prescribing service is recognised as example of best practice having presented for the Kings Fund Social Prescribing Conference 2017, as well as providing best practice examples to NHS England and the British Medical Journal.

West of England Rural Network (WERN) works with rural communities, organisations, groups and individuals across the West of England to improve the quality of their lives. They currently provide Village Agents in B&NES and will employ the Social Prescriber based in the most rural PCN in B&NES.

DHI values

Job Description: Social Prescriber

- Stimulation
- Self-direction
- Zest for Life
- Flexibility

By combining the respective strengths and expertise in social prescribing of both organisations we will be able to deliver a highly effective service which will represent best value to the primary care networks and Virgin Care, as well as meeting the diverse needs of the communities we serve

Social Prescriber Person Specification

PERSON SPECIFICATION

Essential Skills:

- Experience of working with resilience with people who have care or support needs either in a paid or voluntary capacity.
- Excellent communication and interpersonal skills which can be tailored to meet the needs of different audiences.
- Ability to forge and develop excellent partnership working practices across a wide range of sectors and disciplines.
- Ability to understand people's diverse and complex needs and use a "strengths based" approach to meet these needs by linking them to other services.
- Ability to work independently within a target-driven and time-limited system, dealing with issues pragmatically and through brief interventions
- A commitment to improving people's wellbeing through practical community based interventions.
- Ability to work flexibly and independently flexing in relation to people's demands and the requirements of a new and developing team.
- A current UK driving license and access to a vehicle.
- Excellent ICT skills.

Desirable skills:

- A knowledge of social prescribing and its benefits to recipients, the NHS and the wider community
- Experience of strengths based assessment, support planning and motivational interviewing techniques.