

## Job Description

### Diversity and Inclusion Link Worker

#### Job Details

**Job Title:** Diversity and Inclusion Link Worker  
**Hours:** 37.5 hours per week (flexible)  
**Salary:** £24,000-£26,800 (based on experience)  
**Location:** London Borough of Bexley  
**Reports to:** Bexley Hub Manager

#### Background

In response to NHS Long Term Plan priorities and building on established local partnerships and place-based system transformation, our vision in Bexley is to transform our model of mental health and wellbeing care and support over the next 3 years and beyond. We aim to provide accessible, responsive, and inclusive mental health support across the local area. This system-wide transformation will redesign how community mental health services are delivered and experienced, placing communities and individuals at the heart of what we do and how we do it.

The Community Mental Health and Wellbeing Hub will sit alongside and compliment those provided by primary and secondary care ensuring that by working together anybody who needs a service sees the right person at the right time, through a single point of entry. Together, we're making sure we're walking alongside people who need support every step of the way, making sure they are ok, making sure they're accessing relevant support and then thinking about their next steps. This delivers against the NHS's vision for mental health care and support through more local, community mental health services and how community services should offer whole-person, whole-population health approaches.

#### Job Purpose

##### What can you bring to the transformation?

If you are a proactive change-maker who enjoys big challenges and rewarding work, we can offer a collaborative, supportive working environment, and the opportunity to be at the heart of creating new systems of care and support which go beyond the job description.

The role of a Diversity and Inclusion Link Worker has been developed specifically to work alongside the Community Mental Health Integrated Hub team to engage with under-represented communities this includes gender, race, age, disability, faith and locality. You will work towards developing an understanding of their lived experience and the barriers they face/d to accessing support for their mental health, and support the Hub team to deliver tailored support to improve accessibility, experience and equity

To encourage, inspire, motivate and support people who access the service. Working alongside the team in the Wellbeing Hub and partners as part of the Multi-Disciplinary Team (MDT), you will assist in carrying out a comprehensive and holistic assessment and co-developing a plan to promote the person's ability to engage with appropriate services.

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#### Key Responsibilities

- Ability to develop a sound understanding of the local area demographics
- Develop an excellent understanding of beliefs, needs and anxieties in underrepresented groups experiencing inequity of access to mental health and wellbeing support
- Understand the reasons why services are not taken up and share these insights with the Hub team to inform future working practice
- Maintain excellent relationships with local community groups and leaders who work with under-represented communities
- Work with local marginalised community groups to increase their awareness and understanding of mental health and wellbeing services in Bexley
- Organise and facilitate engagement events
- Deliver 1:1 and group based activities
- Respond to any developing support needs in a timely manner
- Support will be provided flexibly in response to the needs of individuals, and is expected to include both practical and emotional support.
- Support clients to represent their views and interests to other professionals and refer/ signpost to services where appropriate

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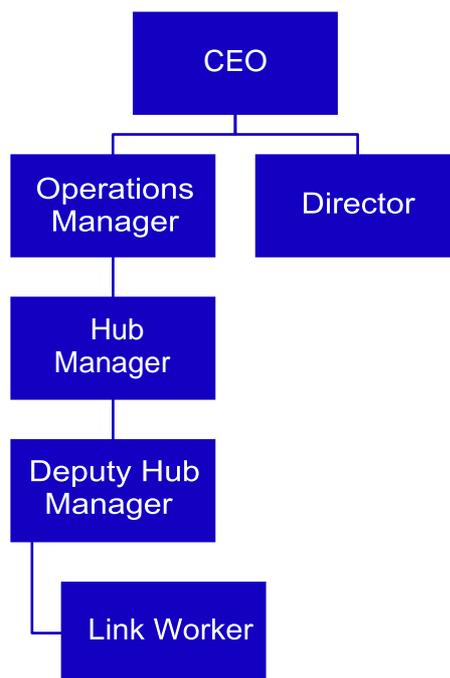
#### Person Specification

Our duty to quality means we need a workforce that have the mandatory skills, knowledge and attitudes, in which we can continuously adapt to improve service delivery to meet the challenges and changes faced.

Experience	Essential (E) or Desirable (D)
Relevant experience of providing support to individuals with mental health needs.	E
Personal experience of living with poor mental health.	D
Experience of working underrepresented communities	D
Experience of working in partnership with statutory and/or non statutory agencies	E
Skills and Abilities	
Excellent communication and interpersonal skills - listening, written and verbal.	E
An ability to manage conflicting priorities and one's own time with a minimum of supervision.	E
Able to demonstrate a track record of actively encouraging, influencing and supporting people to change their behavior	E
Good organisational skills and a team player.	E
Good knowledge and understanding of housing and resettlement	D
Attitudes	
A personal and professional philosophy which aligns with the vision, mission and values of the organisation.	E
A positive, proactive approach.	E
An approach that is non-judgemental, non-discriminatory and empathetic.	E
Strong personal integrity	E
General	
An ability to travel to venues across London Borough of Bexley	E
Must have access to a vehicle as means of transport.	D
Flexible approach to working evenings	D

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### Organisational Chart\*



### Organisational Values

Mind in Bexley have a set of values, vision and mission all of which feeds into the organisation's behavioural framework.

Our Values:

Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty and Leadership.

Our Vision:

Creating services where people are recognised, valued and supported.

Our Mission:

Provide advice and support to empower anyone experiencing a mental health problem.

We are seeking someone who will lead by example, demonstrating the organisation's behavioural framework:

- Trust and Respect
- Communication
- Responsibility
- Collaboration
- Excellence
- Leadership

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#### Training and Support

We see training and development as an essential investment in its own future and recognise that carefully planned and well delivered training and development increases efficiency and effectiveness at individual and service levels. All staff receive the following:

- **Annual Leave**  
35 days including bank holiday entitlement (pro rata for part time staff).  
Long service award.
- **Flexible Working**  
Part-time/full time hours available for this post, a combination of office-based, community outreach, remote working and adjustable shifts (if needed).
- **Group & Individual Supervision**  
Personalised individual supervision with your line manager, including bi-monthly debrief meetings online or at alternating venues.
- **Induction**  
A full induction for your job role and working environment, this includes a specific training programme pending on your role and service area.
- **Learning & Development**  
Ongoing investment in professional development, including accredited Continuous Professional Development (CPD) training and recognised mental health courses. All staff are offered the opportunity to become a Mental Health First Aider.
- **Pension Scheme**  
A portable pension scheme.
- **Work in your Local Community**
  - Join us and work closely with our external partners to help shape our organisation, contribute to our policies, strategies and future development and help those who are suffering with their mental health and wellbeing.
  - Staff discounts
- **Staff Health and Wellbeing**
  - Opportunity to engage in wellbeing activities and support
  - Access to free digital counselling and support

#### Further Information

These duties are intended to be a guide to the post\* and should not be considered exhaustive. The role is subject to review, depending on the needs of Mind in Bexley.

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The post holder will be encouraged to participate in any such review.

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check.

*\*Hours may change depending on the need i.e., covering absence, annual leave and sickness and will be reviewed regularly during supervision.*

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#### Conditions of Employment

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check and references.

To apply, please check our website: [Work for us - Mind in Bexley](#)

For any enquiries or questions, please email: [recruit@mindinbexley.org.uk](mailto:recruit@mindinbexley.org.uk)

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