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**JOB DESCRIPTION**

**Health Trainer (Behaviour Change with a focus on Alcohol and Mental Health)**

**MAIN PURPOSE**

To work closely with the specialist Substance Misuse Treatment services in Cambridgeshire and Peterborough by providing individual personal support for more complex clients who are drinking at an increasing risk level and require extended brief intervention, focusing on reducing alcohol consumption and improving key lifestyle behaviours and signposting to other relevant services. To deliver Alcohol Identification and Brief Advice (IBA) training both internally to the Everyone Health team and to external partners.

To work closely with the Primary Care Mental Health Services (PCMHS) in Cambridgeshire and Peterborough by providing individual personal support to people who have a serious mental illness (SMI), focusing on improving key lifestyle behaviours and signposting to other relevant services

Behaviour Change Health trainers help their clients to assess their lifestyles and wellbeing, set goals for improving their health, agree action-plans, and provide practical support and information that will help people to sustain their new health behaviours

* Increase public understanding of the risks associated with alcohol and strengthening communication through local awareness and campaign work
* Increase the skills, knowledge and confidence of health professionals through the delivery of quality evidence-based alcohol early intervention training to internal colleagues and external partners
* Embrace every contact opportunity to discuss the 4 lifestyle risk factors (diet, physical activity, tobacco and alcohol)
* Target alcohol early interventions to those diverse communities with increased risk factors.
* Improve the access of those with an SMI to lifestyle support and advice.
* Increase Health Trainer awareness and understanding of mental health specifically SMI to enable them to identify mental health issues and advise appropriately.

**SUMMARY OF RESPONSIBILITIES AND DUTIES**

* helping people identify how their behaviours may be affecting their health
* supporting individuals to create a health plan to help make changes to improve their health
* Support and motivate individuals, over around 6 sessions throughout a year, to identify their health needs and assess the barriers that prevent them from making healthy choices, assisting individuals to learn in learning how to make better health choices and support them in initiating and sustaining appropriate behavioural changes using their 'personal health plan' (PHP).
* Provide individual personal support for more complex clients who are drinking at increasing risk levels and who require Extended Brief Interventions (EBI), focusing on reducing alcohol consumption and improving key lifestyle behaviours (diet, smoking, and physical activity) and where appropriate signposting to other relevant specialist services.
* To be the main interface between the health trainer service and the specialist treatment service, ensuring shared learning, training and strong communication links between both services.
* To deliver Alcohol Identification and Brief Advice (IBA) training to internal colleagues and to external partners.
* Provide support for those with a SMI to improve their lifestyle and in turn, their physical health enabling effective goal setting to elicit behaviour change ensuring a positive, motivational and engaging experience.
* To work closely with the PCMHS team to support patients with SMI that have been discharged from secondary care, or who may require more support than primary care can provide.
* To work as an ‘alcohol champion’ within the organisation providing advice, support and guidance to health trainer colleagues within the organisation
* To coordinate local alcohol and mental health awareness events (in partnership with the specialist treatment service) and enhance the profile of national alcohol and mental health campaigns at a local level (e.g. national alcohol and mental health awareness week, drink drive campaigns, Sober October, Dry January)
* To work with key local partners to engage individuals from diverse communities and to deliver alcohol/mental health prevention and early intervention work (e.g. Migrant workers in Wisbech)
* To attend and contribute to the multiagency countywide harm reduction group (quarterly)
* Be accountable for the monitoring and achievement of service key performance indicators (KPIs) and other quality related targets.
* Keep accurate records and written reports, and ensure patient contact data is recorded in accordance with Everyone Health and Commissioner Policies, to ensure compliance with Information Governance and Data Protection in relation to client and patient information.
* Deliver outstanding patient care, demonstrating empathy, understanding, attention to detail, and a commitment to delivering a quality service.
* Keep abreast of the holistic range of services available in the community by
* developing links with service providers and keeping up-to-date with service changes and developments, in order to appropriately signpost individuals to the service then need when they need them

**PERSON SPECIFICATION**

**1. SKILLS & ABILITIES**

* To be able to deliver Alcohol Identification and Brief Advice (IBA) training
* Be able to plan and manage own time and activities around the needs of individuals in the community to respond effectively to referrals
* Ability to keep accurate records of activity to provide data and monitoring information
* Effective numeracy and literacy skills
* Emotionally sensitive and empathetic to members of the public who wish to improve their health, to be supportive and encouraging to people in difficult (sometimes frustrating) situations
* Value and be respectful of other people – regardless of background or circumstances
* Have strong interpersonal and communication skills
* Be flexible with good time management and planning skills
* Be interested in motivating and supporting both individuals and groups in community-based settings

**2. KNOWLEDGE**

* To have the knowledge and understanding of the links between alcohol misuse and poor mental health (co-occurring conditions)
* Good knowledge and understanding of mental health issues, including SMI.
* Good knowledge and understanding of the harm of drinking at increasing risk levels
* Understanding of the inequalities that those with SMI may experience.
* Knowledge of behaviour change and theoretical principles that support people when embarking on a behaviour change, including the use of Motivational Interviewing.
* Knowledge of Extended Brief Interventions (EBI)
* In depth knowledge of local communities
* Knowledge of the challenges to achieving health improvement amongst local vulnerable and deprived communities

**3. EXPERIENCE**

* Delivering Alcohol Identification and Brief Advice (IBA) training
* Experience of working with and engaging individuals and groups
* Experience of actively engaging with local communities
* Experience of working with individuals with alcohol and mental health issues.
* Experience of building strong links and relationships with a range of groups, organisations and agencies



* Experience of using Microsoft programmes (Word and Excel)
* Experience of team working
* Experience of managing a personal workload or caseload

**4. QUALIFICATIONS**

**Essential:** GCSE Maths and English to at least Grade C, or equivalent.

**Desirable:** Recognised Health Trainer qualifications e.g. City & Guilds Level 3 *Certificate for Health Trainers*, or equivalent, Level 3 in Working with Substance Misuse/ Mental Health qualification or equivalent If these are not held the post holder will be supported in achieving Everyone Health’s accredited behaviour change training during their first year in post.

**5. SPECIAL CONDITIONS**

* Highly motivated self-starter with resilience, determination and the ability to see jobs through to completion.
* Role incorporates evening / weekend working, with variable levels of travel across Cambridgeshire and Peterborough, working in a variety of settings including primary care and community centres.
* Full UK Driving licence and access to a car for work- with ‘business purposes’ insurance.
* Evidence of a personal commitment to continuing professional development and to maintaining an up-to-date professional knowledge supporting the development of business within the company.
* This post involves working with vulnerable adults and as such the post holder will be required to apply for a disclosure of criminal records at an enhanced level (DBS).

**6. SAFEGUARDING**

Everyone Health Ltd is committed to safeguarding and promoting the welfare of the adults, young people and children who use the services. All staff have a responsibility to report any identified concerns of abuse or exploitation through the appropriate route in line with the respective policies and procedures.