A. OUTLINE OF POST

Job Title: Young People’s Inclusivity Outreach Worker

Contract: Fixed Term Contract / Secondment

Hours: 0.85wte (30 hours per week during afternoons, evenings and weekends)

Salary: £25,000pa pro rata

Location: Based at Brandon Centre, 26 Prince of Wales Road, NW5 9LG and working as an outreach worker within identified and agreed commercial, sports and community venues and events across defined areas of Camden and Islington.

Reports to: Brandon Centre Head of Sexual Health

Accountable to: CAMISH Young People’s Inclusivity Project Group (to be set up)
CAMISH Network Programme Group

B. JOB SUMMARY

This aim of this project role is to enable us to trial innovative and effective ways of delivering services to young people who are at greatest risk of poor sexual health. In particular, we will specifically aim to target those young people, aged under 25, currently under-represented in our services, namely: men, LGBTQ+, people with disabilities and people from BAME backgrounds.
This role will be accompanied by a digital outreach service, managed by Brook, as we want to ensure we get information out to young people who need our specialist services. The digital presence will reach out to young people via the digital spaces they occupy (i.e. Facebook, Snapchat, TikTok, Houseparty, Grindr, Tinder etc), letting them know how to contact all organisations within the CAMISH network as well as signposting to other grassroots community organisations that are active in the local areas ensuring resources are available that they can access.

The Outreach Worker will work within our CAMISH sexual health outreach provision and will engage with C-card, Relationships and Sex Education (RSE), professionals' trainings with focus on the targeted groups and will have opportunities to promote this Inclusivity Project.

This is a collaborative project within the CAMISH network working with organisations that have similar concerns regarding the impact of young people not accessing services. With this additional capacity, we will be able to offer more coordination and cross-referrals based on our shared expertise in sexual health and relationships.

Encouraging young people to access sexual health services at a time when many others have limited access due to COVID-19 will help reduce the pressures on other health providers for sexual health services. We believe that maintaining support for young people while the current crisis remains, will increase the likelihood of their uptake of sexual health services as lockdown is easing thus reducing the medical, social and economic costs of unintended pregnancies and increased sexually transmitted infections.

C. BRANDON CENTRE OVERVIEW

The principal objective of Brandon Centre is to provide a professional, accessible, and flexible service which responds to the psychological, medical, sexual and social needs of young people under 25 years and their families.

The services we provide are:
- Mental Health Services including individual Counselling & Psychotherapy for young people, Systemic Integrative Treatment for families using a range of evidence-based therapies and therapeutic work and therapeutic outreach work in community settings.
- Sexual Health Services including contraception, drop in and outreach sessions
- Clinical Training and Consultancy including healthy living, parent programmes and other group work

D. PRINCIPAL DUTIES AND RESPONSIBILITIES

Overall Purpose of Role

Improving the sexual health & wellbeing of young men, LGBTQ+, those with disabilities, individuals from BAME backgrounds and isolated young people. This project is focussing on developing proactive and effective outreach services across the Camden and Islington Young People's Sexual Health Network (CAMISH) for young people who do not traditionally access mainstream services.

Identify young people under the age of 25 years from key hard to reach target groups, which include: young men; LGBTQI+; BAME; disabled young people and isolated young people.

Distributing information and resources to individuals within different environments compared with traditional health settings (commercial/sports venues, events etc.)

Promoting and recruiting young people for STI / HIV POCT testing in particular, men who have sex with men (MSM).

Promotions of the C-Card scheme and Chlamydia and Gonorrhoea testing to young people within this inclusivity project pilot group.

Engaging with professionals working with young people within this target group to promote the service.

Recording and reporting of activity and results.

Works with:

- Sexual Health Support Workers and Sexual Health Teams across Camden & Islington
- Other volunteer outreach workers across Camden & Islington
- Specialist project workers such as Brandon Connect/Arsenal and other specialist roles/projects
- Commercial, Sports and other relevant venues which are identified as key locations where young men who are in the identified cohorts are more likely accessing
- LGBTQ local groups
- Other identified community groups and venues

**Tasks and Activities:**

Identify and engage young men and other vulnerable groups within the identified localities and communities to ensure they access relevant services in a timely and engaged way. Better understand the:

- Nature of and how best to engage with these young people
- Healthy living options and behaviours for these young people
- Provide information and resources appropriate to these young people
- Signposting and proactive way needed to engage these young people with relevant local services
- Changes that need to be made to current services to increase uptake with these young people
- Different models for engaging young people in discussions around sexual health promotion and access to services, for example informal conversations or group work, 121 work, stalls and events
- And carry out brief sexual health interventions and C-Card
- Effective ways of engaging young people through digital outreach on social media

**Work with teams:**

- Work as part of a team to design and deliver a range of innovative community outreach and engagement activities around CAMISH, encompassing both one to one and group work
- Communicate clearly and openly with CAMISH, Primary Care Teams, Acute / Mental Health & Community Services, Local Authorities, Youth Agencies / Lift, Platform, The Hive and other Youth Hubs, Arsenal / Brandon Connect and other relevant teams
- Work with all CAMISH teams (incl. clinic teams, clinical outreach team and the CAMISH Network Coordinator to ensure equitable promotion of CAMISH services to young people
- Work in coordination with CAMISH teams who have established relationships with community youth partners (e.g. clinical outreach, targeted education, C-Card teams) to identify targeted areas of work
- Liaise with the CAMISH Network coordinator to ensure a coordinated approach in line with the network and make use of existing relationships and pathways to avoid duplication.
- Develop links & pathways into specialist Level 3 GUM services which are commissioned to provide care for MSM and SEN
- Feedback to Supervisor / Manager regularly as agreed and reflect on experiences

**Job Knowledge and Skills (training provided):**

Understanding of:

- Health and health service needs of young men, LGBTQ+, disabled groups, BAME and isolated young people
- Sexual health and sexual health service needs of young men, LGBTQ+, disabled groups, BAME and isolated young people
- How to engage effectively with young people who do not access traditional services
- How people can access other key services
- And ability to engage with individuals in a variety of social environments
- Your own limits of skills, competences and responsibilities and work within them
- your responsibility around safeguarding and safeguarding processes

**General Issues:**

- Comply with Health & Safety requirements relating to self and clients.
- Comply with Brandon Centre policies and procedures, particularly but not exclusively Confidentiality, Lone working, Safeguarding Child and Adults.

**General responsibilities for all Brandon Centre staff**

All employees of Brandon Centre are required to observe legislation, Brandon Centre Policies, standards and guidelines relating to confidentiality, information governance, risk management, safeguarding children, safeguarding adults, equal opportunities, data protection, freedom of information, health and safety, infection control, and the Health and Social Care Act 2008 (previously known as the Hygiene Code).
Confidentiality and data protection
All Brandon Centre employees are required to ensure that personal data and personal information concerning service users and staff is protected at all times, to maintain confidentiality in accordance with Brandon Centre’s policy on confidentiality and information governance and data protection legislation.

Staff are required to obtain, process and/or use personal information in a fair and lawful way, to hold personal information only for the specific registered purpose and to only share or disclose data to authorised persons or organisations following the strict guidelines and principles as outlined in Brandon Centre policies as instructed.

All Brandon Centre employees are expected to sign a confidentiality agreement on taking up their post at the Centre.

Safeguarding of children and adults
All staff have a responsibility to safeguard and promote the welfare of all children and adults that they come into contact with during the course of their work at Brandon Centre. The post holder will receive the appropriate level of training, both at induction and on an on-going basis. She/he is responsible for ensuring that they are familiar with, understand and always work within the safeguarding policies of Brandon Centre.

Health records, record keeping and record management
All staff have an obligation to ensure that patient records (both paper and electronic) are maintained in accordance with Brandon Centre policies, to facilitate clinical care and effective administration, and to ensure that confidentiality is protected at all times. All staff are advised to compile records on the assumption that they are accessible to patients in line with the Access to Health Records Act 1990.

Equality and Diversity
Brandon Centre is committed to equality in employment and service delivery. Its Equal Opportunities Policy aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, race, colour, religion, marital status, sexuality,
age or disability and is not placed at a disadvantage by conditions or requirements which cannot be shown to be justified. All those working for Brandon Centre are expected to actively promote equality and diversity in all aspects of their work.

**Health and Safety**
Employees must be aware of the responsibilities placed on them under Health and Safety Legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

**Infection Control**
The post holder will ensure compliance with Brandon Centre’s Infection Prevention and Control policies and procedures, and the Health and Social Care Act 2008, ensuring that the risk of healthcare associated infection to young people and staff is minimised.

**Waste disposal**
All staff must ensure that waste produced within the Centre is disposed of in such ways that control risk to health or safety of staff and the public alike in accordance with relevant legislation and procedures contained within the policy.

**Smoke free environment**
There is a No Smoking policy in operation at Brandon Centre. In accordance with this policy smoking is positively discouraged and is not permitted on our premises.

**To be noted:**
This is not an exhaustive list of duties and responsibilities, and the post holder may be required to undertake other duties in discussion with their manager.

This job description will be reviewed regularly in the light of changing service requirements and any such changes will be discussed with the post holder.
**PERSON SPECIFICATION:**

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<th>Qualification/Training/Education</th>
<th>Essential/Desirable</th>
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<tr>
<td>• Sound GCSE level education (5 GCSE’s) and experience in working in outreach Sexual Health and/or outreach / youth services</td>
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<td>• Previous sexual health training</td>
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<td>• Essential to have a good knowledge of spoken and written English</td>
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<td>• Knowledge of one or more language(s) used by local young people across Camden / Islington</td>
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<th>Experience</th>
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<td>• Experience of engaging and motivating young people under 25 years in a paid / voluntary capacity, particularly around sexual health</td>
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<td>• Understand the issues that might impact the sexual health and wellbeing of young people living in Camden and Islington</td>
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<td>• Understand confidentiality, information governance, data protection, child protection, and safeguarding and how it relates to this specific role</td>
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<td>• Understand basic sexual health information e.g. key STI and contraceptive options and be willing to develop learning</td>
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<td>• Experience of being active in a team or group experience of working with young men, LGBTQ+, disabled groups, BAME and isolated young people who do not traditionally access traditional health services</td>
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<td>• Experience of engaging young people through social media</td>
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<th>Skills &amp; Knowledge</th>
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<td>• Knowledge of current issues relating to Sexual Health / HIV across London.</td>
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<td>• Understand about the key issues that young men, LGBTQ+, disabled groups, BAME and isolated young people face day to day and what is healthy and unhealthy.</td>
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- Understand and gain the necessary knowledge at speed about local young men and their diverse communities.
- Understand about the range of health and health services needs of young men, LGBTQ+, disabled groups, BAME and isolated young people within the cohorts identified.
- Know own limits of skills, competences and responsibilities and work within them.
- Good communication skills, including being able to talk to people face to face, by themselves or in a group.
- Able to effectively communicate sensitive and complex information to a number of audiences.
- Ability to record information in clear accurate English.
- Be good at listening to people and able to get on with different kinds of people.
- Understand, respect, and maintain confidentiality.
- Understand and work within appropriate boundaries.
- Be respectful and value people regardless of background.
- Proactively committed to equality and able to integrate that commitment into this role.
- Able to deal tactfully and diplomatically with a wide range of people, when discussing sensitive issues.
- Be able to learn from your own experiences.
- Able to identify risks and follow procedures.
- Be willing to submit to a DBS (Disclosure and Barring Service) check, if applicable.
- Ability to work with a range of professionals.

**Other requirements**

- Able to creatively portray the same information in new and interesting ways.
- Able and willing to work as part of a team and independently.

Updated 9th July 2020