



Post: Community Engagement Worker, Ethnically and Culturally Diverse Communities

Location: African Caribbean Achievement Project (ACAP)

Job share & Hybrid working is available

Responsible to: ACAP, with support from the Ethnically and Culturally Diverse Communities Service Manager at Mind in Bradford

Grade/Salary: £24,702-£27,334

Purpose of the post

The Ethnically and Culturally Diverse Communities programme will engage and work alongside the South Asian, Eastern European, Black African and Black Caribbean communities to develop culturally sensitive and appropriate mental health support. Please note that the programme is not to the exclusion of other ethnically and culturally diverse communities.

African Caribbean Achievement Project will employ a Community Engagement Worker to understand and recommend the needs of people within our Black African and Black Caribbean communities, and the challenges or blocks they have historically or currently faced when accessing mental health services.

The successful candidate will engage, support, and develop the capacity of people from the Black African and Black Caribbean communities in order to address issues around mental distress and isolation, and to promote social inclusion. This could be, but is not limited to, focus groups, questionnaires, appropriate use of social media and attendance at meetings or interviews.

Service Delivery

We are passionate in ensuring that the Black African and Black Caribbean population of Bradford District and Craven receive their entitlement to timely and effective culturally competent mental health support in a place and manner that suits them. Hence, you will play a key role in helping us to shape the services of the future, for and with people from these communities.

Feb2024



Key duties

- Develop partnerships with grassroots organisations who are specialists in supporting Black African and Black Caribbean communities, in offering cultural, religious, and spiritual support services.
- Make direct contact with the Black African and Black Caribbean communities to raise awareness of mental health issues; whilst also seeking to address associated stigma.
- Seek to normalise conversations surrounding mental health in all aspects of engagement with the Black African and Black Caribbean communities.
- Facilitate the organisation of consultation events, forums and social events to enable people to participate and make service providers aware of mental health challenges.
- Promote greater involvement of individuals from the Black African and Black Caribbean communities in planning and development forums for mental health services.
- Support the creation of safe spaces, self-help groups, and initiatives led by people from these communities experiencing mental health challenges.
- Collaborate with other provider organisations to collect insights and data, and share information-gathering methods.
- Raise awareness about available services and refer individuals in need of support.
- Ensure accurate and timely data collection, collation, and reporting.
- Attend local meetings and events to build relationships with key stakeholders.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none">• NVO L3 or equivalent professional qualification relating to health and or community development/ social care.	<ul style="list-style-type: none">• Evidence of ongoing professional development• Social/Youth work and or a mental health qualification and or community development
Experience	<ul style="list-style-type: none">• Community engagement experience working with the Black African and Black Caribbean communities.	<ul style="list-style-type: none">• Experience of working with both adults and children and young people• Evidence of working with people who have or have had mental health concerns in a one to one and group setting.

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Skills	<ul style="list-style-type: none"> • Good verbal and written communication skills • Be proactive and act on own initiative, while also being a team player • Ability to work flexibly • Wide range of IT skills and computer literacy, including Microsoft applications 	<ul style="list-style-type: none"> • Project/programme management skills • Risk assessment and safeguarding • Ability to converse in Caribbean and African patois / languages.
Knowledge	<ul style="list-style-type: none"> • An understanding of current issues faced by people within the Black African and Black Caribbean communities. • An understanding of confidentiality and data protection. • An understanding of the different and changing approaches to mental health/wellbeing in the Black African and Black Caribbean communities. • An understanding of intersectionality and how this impacts people. 	<ul style="list-style-type: none"> • Good understanding and knowledge of statutory and VCS organisations in the local area that can support our people. • An awareness of the range of service and resources for the Black African and Black Caribbean communities.
Attitude and personal attributes	<ul style="list-style-type: none"> • Inclusive and welcoming approach. • Willing to adapt and learn. • Understanding that mental health difficulties are a natural part of life. • Understanding and passionate commitment to equity, diversity and inclusion. • Share information that is culturally sensitive and understandable to the Black African, Black Caribbean, Eastern European and South Asian Communities. 	<ul style="list-style-type: none"> • Car driver with full UK driving license and access to own transport.