



Youth Mental Health & Wellbeing Officer

JOB DESCRIPTION

1. Accountabilities

Accountable to: Head of Safeguarding and Wellbeing
Liaisons: Informal Education Director, Movement Workers, Welfare Officers, Events Manager, Senior Administrator, RSY-Netzer Movement Workers, Parents, Youth Workers and Educators in Synagogue, Community Educator, PJS Trustees of MRJ and Reform Synagogues, Madrichim (leaders), external young people and professional services

2. Job Purpose

RSY-Netzer and Reform Judaism place a high importance on all aspects of wellbeing and strive to ensure that we are as inclusive as possible, creating a safe and welcoming space for all; this role focuses on working with young people.

Within RSY-Netzer the role will be to work with the Movement to foster a culture of wellbeing in which young people can thrive, with a focus on safeguarding and mental health. You will deliver training, policies and procedures and ensure these are reflected in practice and in the experience of all those within the Movement. The post-holder will also be expected to develop effective strategies to support individuals with additional physical, emotional and social needs, and to ensure these can be met by our leaders and staff. This role includes being a Safeguarding Lead for Reform Judaism, with particular focus on RSY-Netzer.

You will be expected to work with Reform Synagogues developing their work on mental health and wellbeing with young people.

Excellent team work, communication and relationship building are essential to the success of this role. You will be expected to take the lead in your designated areas and to empower Movement Workers, madrichimot (voluntary leaders) and Synagogue staff and volunteers to provide safe and supportive spaces for young people.



3. Job Responsibility

RSY-Netzer

3.1 To lead on Wellbeing for RSY-Netzer, working with the Head of Safeguarding and Wellbeing, including:

- To develop a strategy which maintains and further develops RSY-Netzer's commitment to ensuring wellbeing is central to all our work
- To oversee wellbeing-related training for all RSY-Netzer staff and leaders including appropriate training on Course Hadracha (leadership training) and as part of each pre-event training, to ensure leaders are prepared to undertake their assigned roles and responsibilities
- To be available and approachable to discuss confidential issues, and to follow these up appropriately and in a timely fashion
- To keep confidential notes on strategies used and monitoring notes of how strategies have operated so that there is a clear audit trail/decision making strategy
- To be on call (on a rota basis) during residential events to provide support for event staff during an incident, in the event of a disclosure or a wellbeing-related concern
- To communicate and liaise with partner organisations in event provision, including UJIA, Reshet and Netzer Olami, to ensure consistent high standards for wellbeing and clarity of responsibilities and decision-making processes
- To run a welfare induction session for each year's Movement Workers during their induction period in August/September ensuring that they have the skills to lead by example
- In liaison with the Head of Safeguarding and Wellbeing, to ensure our policies and practices are in line with national standards
- To recruit Welfare Officers for events as required, to ensure high standards of wellbeing are upheld on camp

3.2 To lead on supporting madrichimot (leaders) and chanichimot (participants) with additional wellbeing and medical needs attending events, camps and Tour, ensuring that appropriate steps are taken to ensure they benefit from the full RSY-Netzer experience in a safe and structured environment. This will include:

- To follow up cases and issues that are declared on the medical forms
- To assess the ability and support needs of each person (leaders and participants) wishing to attend events by liaising with applicants, families and relevant professionals where appropriate ensuring participants can participate with support tailored to their needs



- To devise risk assessments and strategies for including the participants/ leaders once they are accepted onto an event, that will be implemented by camp/event staff resulting in professional support and delivery
- To train, prepare and monitor those staff who are operating support strategies for participants with additional needs so that they are adequately supported in their role
- To ensure appropriate records related to wellbeing are kept, in compliance with GDPR and other requirements and to ensure that there is a clear audit trail/decision making strategy

Synagogues

- 3.3 To work in partnership with those working with children and young people in Reform Synagogues, to raise awareness of wellbeing, mental health and inclusion and to promote best-practice across communities. This will include:
- To work collaboratively with the Head of Safeguarding and Wellbeing and the synagogue welfare and education teams to agree specific work within each community, taking into consideration working hours available
 - To understand the welfare provisions within our communities and advise them to ensure they model good practice

Safeguarding

- 3.4 To be a Designated Safeguarding Lead within the organisation, working within a team and taking particular responsibility for RSY-Netzer
- To ensure agreed policies and procedures are followed within RSY-Netzer
 - To deliver safeguarding training to RSY-Netzer and to community hadracha (leadership) courses as requested ensuring all leaders understand their safeguarding responsibilities.
 - To work with RSY-Netzer Movement Workers and leaders to foster a culture which promotes safeguarding, and the prevention of abuses and harassment
 - To be available for the reporting of any safeguarding concerns and to follow the correct procedure in dealing with these, ensuring they are dealt with in a timely manner
 - To be a member of the Safeguarding Working Group to implement the recommendations of the recent Independent Safeguarding Review

4. General Responsibilities

- To work openly and transparently with others in the team, modelling excellent communication and the values of equality and inclusion



- To be responsible for liaising with your line manager in respect of personal performance, development and training needs.
- To undertake other duties within the scope of the job, as directed from time to time.

5. Professional and Personal Development

- To educate yourself around current and emerging wellbeing issues that may affect young people and disseminate learning to RSY-Netzer and Synagogues
- To stay abreast of best practice in safeguarding and ensure this is reflected in the training and development of the organisation
- At your annual appraisal meeting with your line manager, your learning needs will be discussed and a development plan for the year ahead will be agreed to cover opportunities for your personal and professional development. You will be expected to continue to develop your skills and abilities. On occasion you will be expected to participate in group training on topics identified as important to the development Reform Judaism's work.