



The For All Healthy Living Company

Job Title:	Community Development Worker for Older People
Reporting to:	Chief Exec.
Location:	For All Healthy Living Centre, South Ward, Weston-super-Mare
Hours:	30 hours a week
Salary	£24,500 pro rata
Holidays	27 days plus Bank holidays (pro rata)
Probationary Period	6 months
Notice Period	4 weeks

Funding for 3 years.

A Lifetime of Experience Project Worker

It is increasingly clear that the pandemic has an uncertain end date, and while many areas of life are beginning to return to normality, many people are still scared of re-entering society. In previous years, this work would have been addressed through Community Development workers funded by Bristol Ageing Better or through the local authorities' general community development teams. With the Bristol Ageing Better projects now finished and the Community Development provision across the councils seeing more expectation with less resource, there is an obvious gap in support for older people.

St. Monica Trust is funding one project in each of the six localities within the Bristol, North Somerset and South Gloucestershire region to deliver a Community Development Project that would focus on reengaging older people with their communities and with a specific focus around:

-) Confidence and wellbeing
-) Community cohesion
-) Digital exclusion
-) Addressing local barriers to engagement



For the Weston and Worle locality the For All Healthy Living Company has been awarded the contract to deliver this work across the area.

The Role:

To develop an asset based approach to building on the strengths of older people's experience and skills to support them to stay connected with their local communities, increasing their resilience and contributions, and working with other agencies to ensure no one is left behind.

This project will cover Weston-super-Mare and Worle. Other projects are being funded by St Monica's Trust across the Bristol, North Somerset and South Gloucester area and the intention is for project workers to connect with one another for shared learning and peer support.

In order to reduce the isolation and harness the resources of older people, we believe from our experience, that we have to begin to build from the ground up, balancing the requirement to ensure people's needs are met with a longer-term commitment to creating ways in which people can flourish and have the capacity to grow the capabilities. It is not primarily about reducing need but rather building strengths.

The focus of this role is

- Initially to use existing links, both from other organisations and individuals we have contact with, to build a picture of what people are wanting, what is available and perhaps most importantly what they may be able to offer to increase connections, grow skills and support one another.
- Working with existing older people led groups across the area to support their re-engagement and help them towards sustainability
- Working to deliver community outreach and engagement events and activities
- Providing engagement, networking and personal development opportunities to encourage and sustain involvement by older people to build on their strengths and experiences.
- Supporting older people to identify and overcome psychological, social, physical and economic barriers to active participation

The Key Activities:

-) Build a picture of previous and continuing activities used by older people to enable them to form connections with others
-) Undertaking regular outreach and engagement activities to discover what matters to older people in their communities
-) Encouraging personal development and supporting individuals to plan and bring
-) Providing practical support to older people to access activities and supporting individuals to recognise and challenge barriers to participation and success

-) Building the capacity of older people through developing their knowledge and skills and helping them turn their ideas into projects
-) Signposting older people to relevant development opportunities within their local area
-) Identifying and “fanning the flames” of local initiatives that have potential to build on the strengths and experiences of older people.
-) Consulting with, listening to and gathering views and ideas – feeding them into the For All Healthy Living Board and St Monica’s Trust network of projects.
-) Strengthening links with local groups and organisations which support the core themes of the project
-) Promoting diversity, inclusion and equality of opportunity in all project activities.

What do you need to do the role

- A good general level of education including English and Maths level 2 or equivalent
- 2 years’ experience in a similar role
- Ability to work from an asset-based community development approach, building on existing community and personal assets
- An understanding of the barriers that people may face which separate them from their aspirations.
- Ability to communicate and work successfully with a wide range of people and organisations
- Ability to build and maintain relationships
- Experience of developing a community project
- Able to demonstrate a proactive approach to work and using own initiative
- Strong verbal, written communication, presentation and interpersonal skills
- High level IT literacy and keen adopter of digital technology and flexible working methods
- Good understanding and operational experience of the responsibilities of this role
- Strong business skills, integrity and personal values
- Good influencing and negotiating skills
- Able to make, and be accountable for, sound, evidence-based judgements
- Able to identify opportunities and solutions to risks
- Able to work confidently and collaboratively with colleagues with energy and enthusiasm
- Access to own transport and ability to travel across the area

It would be great if you also had:

- Recent or on-going experience of working in a community development role.
- Experience of working in partnership or collaboratively with a variety of public, private and VCSE organisations, services and groups.



- Understanding of the wider aspects of the lives of older people, including social, economic and environmental factors and their impact on older people.
- Evidence of continuing professional development.
- Good knowledge of W-S-M/Worle area