



**together we**  
Cumbria

# **MATERNAL SOCIAL PRESCRIBING LINK WORKER**

## **RECRUITMENT PACK**



**EMPOWERING PEOPLE TO BETTER MANAGE THEIR MENTAL AND  
PHYSICAL HEALTH AND WELLBEING**

# INTRODUCTION

RECRUITMENT PACK

Together We is a growing, award-winning social enterprise in Cumbria. We're a high energy and creative team who have been recognised for Innovation in our Health & Well-being sector since 2017.

Our policy is to hire for attitude and train for skills. We invest in a great training portfolio for our people, plus mentoring programmes, so that we're all constantly gaining new skills and work experiences. We pay fairly too and we advocate for a healthy lifestyle.

Together We operates throughout Cumbria. We also support flexible working and homeworking, wherever possible. Wherever you are, in our workplace, everyone's goal is to help more people reach for a better life. We work hard and everyone makes a difference.

Our people are the reason for our success. The staff and volunteers at Together We are on a mission to help people in our local community learn skills to better manage their physical and mental wellbeing.



Samantha Joughin & Janine Ward  
Managing Directors

TOGETHERWE.UK  
0808 196 1773

Our services offers a range of interventions for mental health and physical health, all of which place the client at the centre of our work. Our two key services combine well to provide care for all ages and with a “whole person” approach to mental health and physical wellbeing

## Talk

Provides personalised one-to-one and small group talking interventions, including mental health support, link working, and guidance for those who fall between service gaps.

Aims to deliver client-centred support that creates self-awareness and empowers individuals to manage their symptoms, distress and improve overall wellbeing.

## Recovery

Provides group sessions and opportunities for anyone experiencing mental and physical health difficulties.

Recovery colleges provide a range of courses, physical activity sessions and groups designed to increase self-awareness and understanding of Recovery and what it means to each individual.

All service delivery is designed to be evidence-based intervention and guided discovery. Each of the services interlinks, with a series of projects and programs for one to one and group support.

We target multi-model psychological intervention, link working, education and physical activity to improve a person's wellbeing and we aim to reduce the impact of mental health and physical health problems on individuals and on their wider community.

We have clearly defined Guiding Principles that help us to ensure we do not drift from our mission of improving physical and mental wellbeing:

*"We aim to increase a person's understanding of their health and factors and determinants that may contribute to improving their overall health and Wellbeing.*

*We aim to increase access to low level interventions and stop referrals into other services.*

*We aim to provide a whole person approach to health that covers all ages, social economic background, and ability.*

*We aim to provide support that is individually tailored for the person and group sessions which provides psychoeducation to educate and put the person at the centre of their care.*

*We also aim to provide training and opportunities for staff to undertake a very different and niche role working with mental and physical wellbeing together"*

# JOB DESCRIPTION

**Job Title:** Maternal Social Prescribing Link Worker

**Responsible to:** Carry Manager

**Hours of work:** 35 Hours Per Week

**Salary:** FTE £26,530 ((Band 4 AfC equivalent)

**Location:**

We have several locations across Cumbria some of which are permanent bases others are outreach locations. We would encourage the post holder to be flexible in their working arrangements and work from different locations as and when required. We would also consider home working, however this would be in agreement with the post holder and the demands of the role.

**Contract:**

This position is a one year contract.

**Pension:**

We offer the opportunity to join a pension scheme which makes a matching contribution of up to 3% of salary.

**Leave:**

28 days per year plus bank holidays.

**Review:**

This role has a three-month probationary period.

**Benefits**

- Competitive salary equivalent to NHS Band 4.
- Annual leave: 28 days plus bank holidays
- Pension scheme
- Professional development opportunities
- Flexible working arrangements
- Access to clinical supervision and support



## ROLE PURPOSE

This is a key role within the Pregnancy Anticipatory Care (PAC) Model, a new initiative aimed at improving maternal and infant outcomes by addressing the wider social determinants of health. You will support pregnant women with complex social needs (e.g. poverty, domestic abuse, young age, isolation) by providing personalised, holistic, non-clinical support through social prescribing. The essential features of the link worker service are, empowering mothers and families to manage their health and wellbeing more effectively, supporting recovery, prioritising what matters to them, and offering the time and space for a truly holistic approach.

You'll work closely with wellbeing midwives, health professionals, VCSE services, and Family Hubs to provide integrated care and continuity of support in a way that is compassionate, flexible, and tailored to individual needs.

This project is funded by the LMNS (Local maternity neonatal services) via North Cumbria Integrated Care. The role will also encourage mothers and families to participate in the design and delivery of all aspects of the service.

## KEY DUTIES AND RESPONSIBILITIES

1. Responsibility for a designated case load, carrying out personalised, recovery focused action planning, and supporting implementation and review of the plan.
2. Liaising with clinical staff across different pathways including the wellbeing pathway, maternal mental health, perinatal mental health and local VCSE partners and agencies to ensure mutual understanding of the service offered and how this complements other roles within primary care and the wider local system.
3. To receive referrals and ensure risk assessments are completed for all service users on caseload.
4. To support service users to identify solutions to the issues they are facing and agree an action plan to achieve the desired outcomes.
5. To review progress and outcomes with service users.
6. To provide in the moment interventions to help people manage their overall wellbeing to assist them to be able to focus on and follow through on actions to achieve their desired results.
7. To pro-actively reach out to those clients who need more intense support to move forward.
8. To actively navigate, broker and signpost the person to the services and resources they need. Provide just the right amount of support, to enable the person to do this. The amount and intensity of this support will vary depending on the person's needs, mental health and life circumstances.
9. Develop knowledge of the local care pathways to meet service users' need.
10. Manage caseload, documentation and time effectively, ensuring up to date and clear record keeping in line with organisational policies, making best use of supervision, training and staff development. Ensuring up to date and clear record keeping in line with policies.
11. Work in a culturally sensitive way for all service users, tailoring service to meet their individual needs, challenging stigma and discrimination, advocating for person if appropriate, and ensuring up-to-date community knowledge. Work with a range of needs and with people with a range of backgrounds and ethnicity.
12. To contribute to the implementation and monitoring of all policies, procedures and systems as agreed by Together We CIC

# PERSON SPECIFICATION ...

Criteria	Essential / Desirable	How Assessed
Ability to remain calm and focused in a rapidly changing context, in an organisation delivering a wide range of services	Essential.	Interview and Application
Ability to work as part of a team, demonstrating appropriate communication and advanced interpersonal skills.	Essential.	Interview and application
Excellent time management skills and experience of prioritising competing demands with minimum support	Essential.	Interview and application
Emotional resilience to work calmly under pressure, containing anxiety in self and others	Essential.	Interview
Training and experience surrounding how to deliver a holistic approach to health and wellbeing	Desirable.	Interview and Application
Knowledge of relevant legislation/policy/best practice including human resources, data protection, reporting, health and safety at work and any other relevant topics	Essential.	Interview
Recognised degree level or equivalent qualification in relevant area relating to job role	Desirable.	Application
Communication and organisation skills.	Essential.	Interview and Application
Strong communication skills including the ability to successfully manage change	Essential.	Interview and Application
Experience of working in the third sector and with mothers & babies	Desirable.	Interview and Application
Ability to manage a case load.	Desirable.	Interview and Application

## ADDITIONAL REQUIREMENTS

- Regular travel may be required- anything over 7 miles will be reimbursed
- Flexible working hours may be necessary- Together We operates services from 8am- to 8pm Monday to Friday and Saturday's 10am-12pm
- Enhanced DBS check required
- Occasional evening and weekend work may be required- one evening per week and one weekend a month.



Part of Together We

# The Recovery College

Allerdale | Copeland | Carlisle | Eden

*Empowering people to better  
manage their physical health,  
mental health and wellbeing*

## HOW TO APPLY

Send your CV and covering letter to:

**SAM@TOGETHERWE.UK**

Applications must be submitted  
by

**5pm 25th April 2025**

Interviews will take place online or  
in person on Wed 29<sup>th</sup> April 2025

For more information please email



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