Waythrough

Job Description

Job Title	Harm Reduction Worker
Function	Service Delivery
Reports to	Harm Reduction Lead / Team Manager / Service Manager
Direct Reports	None
Grade/Job Evaluation Level	Core - Coordination
Salary Banding	Guide
Created/Reviewed date	July 2026

You will be working for (Description of Waythrough and specifics of Service/Function/Office)
Waythrough launched in October 2024 following the merger of Humankind and Richmond Fellowship (RF). We are specialists in mental health, alcohol, drugs and related areas. We provide high quality, evidence-based services, which are designed around the needs of the people we support. Our vision is to break down the barriers that stop people getting the support they need to live a life they value

Purpose of the Role
To be an integral member of a dynamic service, delivering a Harm Reduction strategic action plan to ensure Harm Reduction is embedded into wider service provision, delivered effectively, and operated within quality frameworks.

Accountabilities of the role
• Support the Harm Reduction Lead to develop, monitor and improve processes, control systems and work environments in your service area to meet quality requirements and contractual needs including KPIs. • Deliver quality service delivery elements, pathways and resources that meet service and local need. • Deliver a strategic Harm Reduction plan, to include Needle Syringe Programmes (NSP), Naloxone and Hep C provision. • Work collaboratively with partner agencies and key stakeholders to develop and promote effective working relationships to ensure Harm Reduction is embedded into wider service provision. • Promote delivery of key service functions across the area ensuring service users have access to Blood Borne Virus (BBV) testing and immunisation, community and pharmacy needle syringe provision and Naloxone. • Analyse information and utilise data to continuously improve the Harm Reduction offer. • Work closely and collaboratively within the multi-disciplinary team across the service and externally, providing advice and reports/ information to managers and other colleagues, through attendance at strategic meetings, forums, team meetings, supervision and via telephone conversations. • Keep up to date with new developments with Harm Reduction and respond to changes in legislation. • Identify and prevent potential harm to service users and others by following local and organisational safeguarding

guidelines, including referral to and engagement with relevant safeguarding authorities.

- Contribute to the development of company strategy by communicating and implementing objectives and priorities at service level.
- Deliver key harm reduction workstreams such as Area Wide Naloxone provision, BBV testing and treatment, Needle Syringe Programmes linking into wider local and national strategies.
- Work with both local, regional and national data to analyse and identify trends to inform and plan for future service delivery needs.

General Accountabilities

- Undertake continuing professional development including participating in performance reviews and attending training as/when required.
- Work in accordance with all relevant legislation, policies & procedures and guidelines –both internal and external. This includes Waythrough's clinical governance framework.
- Keep abreast of policy and professional development within your area of professional expertise.
- To promote, adhere to and live our workplace values.

Values and Competencies

Our Values

- **Kindness**
- **Courage**
- **Respect**

Our Competencies
- Lead and Inspire - Defines the future direction of Waythrough through identifying current and future challenges and longer-term opportunities. - Create and Innovate - Takes a solutions-focused approach to the challenges we face as an organisation. Looks at new ways of working and responding innovatively with new ideas or developing current approaches to meet organisational needs. - Developing Our Talent - Creates a positive and supportive environment in which individuals can grow and develop enabling them to realise their full potential. - Impactful Communication - Shares information and presents ideas or themes clearly and convincingly so that others see us as open, transparent and credible, and want to engage with us. - Delivering Results and Achieving Greatness - Focuses on our individual drive and personal focus to succeed in delivering against our key business objectives and targets. - Service Excellence - Continues to build on Waythrough's reputation within the industry, becoming a "provider of choice" recognised by external bodies as meeting the diverse needs of our customers and delivering the highest standards of service delivery. - Working Together - Defines how we work with each other and our customers, partners, commissioners and stakeholders.

Person Specification

Qualifications	Essential or Desirable
Qualified to NVQ Level 3 in Health and Social Care or equivalent, or willingness to work towards whilst in post.	**Essential**

Skills	Essential or Desirable
Highly proficient in Microsoft Office programmes	**Essential**
Ability to maintain confidentiality and use appropriate discretion to manage sensitive issues and information.	**Essential**

Knowledge/Previous Experience	Essential or Desirable
Understanding of and ability to implement interventions, including brief interventions MI, PSIs, CBT and ITEP	**Essential**
Working with best practice frameworks e.g. NICE, DOH, NTA, NMC, Care Quality Commission & Caldicott Standards	**Essential**
Delivering 1-2-1, group interventions and harm reduction training for staff and service users	**Essential**
Knowledge of working within Safeguarding and Hidden Harm	**Essential**
Experience of working with carers and families	**Essential**
Experience of using Management Information Systems and social media networks	**Desirable**