



Lead Recovery Worker – Activities & Engagement

What I am Accountable for

These accountabilities are supplementary to the core duties of the Recovery Worker role. These are set out on the following page

Key Accountabilities - Activities & Engagement Lead

- Develop, coordinate and deliver a meaningful programme of therapeutic, recovery-oriented and community-based activities across the service.
- Promote a culture of recovery, enablement and social inclusion, ensuring all activities support individual recovery goals, independence and quality of life.
- Take accountability for the quality, consistency and effectiveness of engagement and activity provision, ensuring alignment with organisational standards and pathway expectations.
- Support People We Support (PWS) to identify strengths, interests, aspirations and recovery goals, translating these into personalised activity and engagement plans.
- Champion person-centred approaches that maximise choice, autonomy and participation in daily living, social, vocational and wellbeing activities.
- Monitor participation, engagement levels and recovery outcomes, using data and feedback to continuously improve service delivery and demonstrate impact.
- Act as the subject matter lead for activities, engagement and recovery-focused interventions, providing guidance, coaching and support to colleagues.
- Contribute to multidisciplinary teams to ensure activity programmes contribute to recovery planning, discharge preparation and successful pathway progression.
- Support colleagues to embed recovery principles, strengths-based practice and trauma-informed approaches within day-to-day service delivery.
- Coordinate and maintain partnerships with community resources, voluntary organisations, education providers and employment services to expand opportunities for service users.
- Ensure activities are inclusive, accessible and responsive to the diverse cultural, social and individual needs of service users.
- Identify barriers to engagement and develop creative solutions to increase participation, motivation and positive outcomes.
- Maintain oversight of risk management within activities, ensuring safe practice whilst promoting positive risk-taking and independence.
- Contribute to pathway flow by supporting PWS to develop the skills, confidence and resilience required for greater independence and transition to less intensive support.
- Contribute to audits, quality assurance initiatives and service improvement projects relating to activities, engagement and recovery outcomes.
- Maintain accurate records, outcome measures and reports to evidence progress, performance and compliance with regulatory requirements.
- Model excellent practice and uphold organisational values, policies and professional standards at all times.