



COMMUNITY HEALTH AND WELLBEING WORKER

Title:	Community Health and Wellbeing Worker
Hours:	35 hours per week
Salary:	£30,900
Contract type:	Fixed-term contract until March 2027 <i>We currently have funding for the project secured until the end of March 2027. We hope to receive confirmation of future funding later this year.</i>
Annual leave:	25 days per year + bank holidays
Reports to:	Community Health and Wellbeing Worker Project Manager
Location:	Primarily estate-based outreach work including home visits with homeworking and hot desking at offices in North Westminster

Please note that PDT is clear on our commitment to safer recruitment and this role is subject to successful completion of references, DBS check and a three-month probation.

How to Apply

The closing date for this post is 9am on Tuesday 5th May 2026. To apply please complete and send the attached application form and equality and diversity form to emma@pdt.org.uk. **Please note that CVs will not be accepted.**

If you have any questions about the role, please contact

Emma Sweeney at emma@pdt.org.uk or call 07522499066

or

Lizzie Fletcher lizzie@pdt.org.uk or call 07593690705

If shortlisted, you would need to be available for interviews on Monday 11th May and Thursday 14th May.

This role is open to people who can demonstrate a strong connection and understanding of the Church Street or wider North Westminster area.

About Paddington Development Trust

PDT combines community engagement with strategic partnerships — ensuring that local people shape the future of their lives and neighbourhoods.



At PDT, we believe that strong communities are built from the ground up — through people, places, opportunity and creativity. From supporting health and wellbeing to creating greener neighbourhoods, we work with you to enable you to thrive.

PDT was formed in 1998 by local residents who remain at the heart of everything we do.

About Community Health and Wellbeing Workers

The Community Health and Wellbeing Worker (CHWW) project takes an innovative approach to supporting the health and wellbeing needs of families within their own homes. The programme involves CHWWs visiting households within defined areas and ensuring they receive tailored and holistic health and wellbeing support where needed.

The model was devised in Brazil in the 1990s where it is described as ‘the eyes and ears of the GP in the community’. Specially recruited CHWWs get to know families in their patch and assess their health, social and wellbeing needs, promote healthy living, signpost to appropriate services and make referrals to NHS services.

The CHWWs are recruited from the local community, which means they know the area well and the challenges the residents face. A key part of their role is relationship building: building trust and rapport with local residents to allow them to provide truly holistic support, as well as building effective relationships with local professionals such as social workers, health visitors, community nurses and GPs. The CHWWs will also be part of the local GP practices and work with other roles in the locality for the benefit of the households.

By identifying health, social and wellbeing needs early, CHWWs have a huge potential to tackle inequalities, improve outcomes and reduce demand on NHS services.

The CHWW project in Church Street builds on the success of a pilot run in the Churchill Gardens estate in south Westminster, is funded by the local GP Federation, Healthcare Central London, and works in close partnership with Westminster City Council Public Health Team.

For more information on Community Health and Wellbeing Workers visit:

<https://napc.co.uk/community-health-and-wellbeing-worker-programme/>
<https://www.pdt.org.uk/community-health-and-wellbeing/>

Role Description

This job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Job Description is not intended to be inflexible or a finite list of tasks and maybe varied from time to time after consultation/discussion with the post holder.

Key elements of the role include:

- Contacting a list of up to 150 households through calls, texts, door knocking and events to explain the support you can provide to them, with a view agreeing a schedule of monthly visits.
- Carrying out monthly home visits to households on your case list.
- Through these visits, carry out health promotion and support activities. This could include assisting in the management of chronic illness; providing support around isolation/loneliness; helping someone quit smoking; encouraging the taking up of relevant health checks, vaccinations and/or screenings; or becoming more active.
- Supporting households with other matters that may negatively affect health and wellbeing such as employment, housing or welfare benefits issues and providing connection and support into other services where appropriate.
- Be prepared to support households experiencing hardship and crisis, approaching situations with sensitivity, care and an understanding of when and how to involve other professionals and services.
- Working with GPs and health professionals to ensure that patient needs are properly communicated and responded to where appropriate.
- Closely follow council and NHS patient data protection and confidentiality rules.
- Maintain a balance between supporting households and looking after your own safety.
- Keep relevant and accurate records to assist with your support of households and for data gathering/reporting purposes.
- Work closely with the wider CHWW team to provide support to one-another and contribute to the development of the model.
- Work with community partners to build and maintain an understanding of local activities and services that can assist in your support of households.
- Reviewing cases and support provided to contribute to learning and improvement with team members and relevant stakeholders when appropriate.
- Monitor and contribute to your own personal and professional development in collaboration with your wider team.
- Use community insight gained from interactions with households to advocate for social changes that promote the health and well-being of the local community
- Undertake any other duties as directed by the Community Health and Wellbeing Worker Project Manager

Person Specification

	Desirable	Essential
Understanding and interests		
Understanding of health inequalities, the challenges facing deprived communities in North Westminster and the role of Community Health and Wellbeing Workers in addressing them		x
Highly motivated and passionate about improving health and wellbeing through empowering individuals and communities		x
Knowledge and understanding of data protection, health and safety, safeguarding and boundaries	x	
Experience		
Experience of supporting people to improve their health and wellbeing through listening, coaching, signposting, referrals and behaviour change	x	
Skills		
Ability to problem solve and use initiative in a fast paced and changing environment		x
Ability to proactively build and sustain strong relationships with a wide variety of individuals and organisations		x
Excellent interpersonal, listening and communication skills		x
Able to work independently and as part of a diverse team		x
Ability to take a non-judgmental and empathetic approach to supporting individuals with a variety of complex needs, whilst maintaining clear boundaries.		x
Highly organized, able to plan and manage a highly complex workload	x	
Self-aware with a reflective approach to work, able to build on and learn from mistakes and feedback	x	
Other		
Commitment to equality, diversity and inclusive practice.		x
Prepared to promote public health campaigns on vaccinations and other health topics in line with NHS and government guidance		x
Speaks and understands Arabic, Bengali or Kurdish or other locally spoken languages	x	

Can demonstrate a strong connection to and understanding of the North Westminster area, for example through being a resident, volunteering or employment history.		x
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Equality and Diversity

PDT is committed to the provision, on a fair and equitable basis, of all our services and all areas of our operations.

PDT recognises that discrimination exists and that there is a strong link between discrimination, poverty and lack of opportunity. It is PDT's committed aim to enable access to existing and emerging opportunities and to empower all people living in Paddington and to others we work with, particularly those communities and people who have been excluded from mainstream services.

PDT will not discriminate on the grounds of race, ethnic origin, nationality, religion, culture, gender, sexual orientation, disability, HIV status, age or against ex-offenders.

Further information

If you have any questions about the role or require any special arrangements to be made to enable your application due to disability, please contact Emma Sweeney at emma@pdt.org.uk or call 07522499066.