

Job Description: Peer Support Worker

Reports to:	Services Lead
Hours:	18 hours per week
Contract:	A fixed term contract ending 31 st March 2027 (potential to extend, subject to funding)
Salary:	£24,919.88 pa (£12.71 ph), £11,928.59 per annum pro-rata for 18 hours per week
Location:	The nominated office base will be our main Derby office in Mackworth; however, the post holder will be required to work flexibly between our office and their home, and the majority of their work will be conducted within community venues in Erewash, Derbyshire. There will therefore be frequent travel within Erewash, and occasional travel to other Derbyshire locations.

Job Summary:

Peer support workers are people who have lived experiences of mental health challenges themselves. They use these experiences and empathy to support other people and their families receiving mental health services. Peer support workers join other members of someone's care team to help support their wellbeing and provide inspiration for their recovery.

As a Peer Support Worker, you will be part of the VCSE (voluntary, community and social enterprise) workforce embedded within the Living Well team for the Living Well / Derby Wellbeing Service.

You will work with residents of Erewash, Derbyshire.

As a member of the team and alongside partners the role will entail engaging and supporting people within their local community.

You will provide support and recovery guidance to individuals and their families receiving mental health services.

You will receive appropriate support to enable you to feel empowered to fulfil this role.

Confidentiality:

In the course of the work, the post holder may have knowledge of, or access to, information which is confidential. It is essential that this confidentiality is always respected and that all work is carried out within the context of Derbyshire Mind's Confidentiality Policy.

Main Duties and Responsibilities

- To support, provide companionship and encouragement to people experiencing mental health difficulties.
- Using your own lived experience of mental health difficulties and recovery journey to connect with a person to offer emotional and practical support, giving them a sense of hope and supporting them to gain a sense of control over their lives.
- Modelling personal responsibility, self-awareness, self-belief, self-advocacy, and hopefulness.
- Support introductions and initial conversations to the service, providing peer support and engagement.
- Provide emotional and practical support to individuals on a 1:1 or group basis - building confidence and skills and grow their ability to self-manage their mental wellbeing.
- Support individuals to access appropriate community services or groups e.g., housing advice, debt support, education, etc.
- Develop local knowledge of safe accessible places within the community.
- To become involved with and co-facilitate peer recovery and other recovery-focussed groups in the community.
- Work as part of the multi-agency team, receiving and sharing information within the team to safeguard individuals and support them.
- Attend huddles and multi-disciplinary team meetings (MDM's).
- Work alongside Living Well team colleagues to support individuals as part of their Recovery journey.
- Using mental health lived experience to support service design, co-production, development, and improvement ensuring quality is maintained throughout.
- Develop appropriate resources and materials for the service from a lived experience perspective.
- Where appropriate, support individuals to move forward from the service.
- Provide feedback on your role and activities as part of the Living Well service.
- Maintain appropriate records of contacts and actions.
- Be proactive in addressing issues of equality and diversity within own working practices.
- Work in accordance with the policies and procedures of your organisation.
- Work to the values of Living Well / Derby Wellbeing and the standard operating procedure.
- Be responsible for own health and safety and that of others.
- Be committed to own personal and professional development.

Person Specification: Peer Support Worker

Experience

Essential:

- The ability to draw on their own lived experience of mental health challenges and provide insight into recovery from mental health issues to encourage and inspire others.
- Actively cares about making a positive difference and is motivated to improve mental health for people in their communities.
- Being active in your own self-care and your own recovery.
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Desirable:

- Engaging with and supporting individuals experiencing mental health issues.
- Supporting individuals to develop their understanding of recovery and identity.

Knowledge and Understanding

Essential:

- An ability to draw on personal experiences and experiential knowledge, to support people in building on their own strengths and enabling connections with their communities.
- Knowledge of mental health difficulties and the impact on functioning.
- Willingness to learn more about the mental health systems, trauma informed care, safeguarding and confidentiality.
- Willingness to attend training and personal development activities.
- Knowledge and understanding of professional boundaries in the workplace.

Desirable:

- The importance of peer support in mental health to motivate and encourage people in their recovery.
- The core values and principles of peer support working alongside the person to develop an equal, safe and trusting relationship characterised by inclusivity, respect, reciprocity and mutuality.
- An approach that is non-directive, strength-based, recovery focused and person centred.
- Awareness of social and cultural factors that may impact on access to support.

Skills and abilities

Essential:

- Understanding self-care and knowledge of recovery in mental health.
- Proficient in standard essential IT software such as Outlook, Word, SharePoint.
- Has good communication skills and is willing to work as part of a team.
- Ability to travel across the local area.
- An ability to reflect on their work and make effective use of supervision.

Desirable:

- Person centred focus, active listening, empathy, non-judgemental.
- Engage people in activities that are meaningful to them.
- Community connections and ability to work with local community.
- Able to work with other organisations and services.
- Able to support a person collaboratively and contribute to the co-production of their care and recovery plan.
- An ability to balance the various demands of this role. For example providing support, promoting people's rights, facilitating conversations, working within a multi-agency team in a variety of settings.

Values and attitudes

Derbyshire Mind values:

WORKING TOGETHER:	We work alongside others for the greater good.
LEARNING TOGETHER:	We always aim to do things better.
EMPOWERING:	We support people to fulfil their potential.
RESPECTFUL:	We don't judge, we treat others as equals.
POSITIVE:	We are progressive and focus on solutions.