

A&E Peer Support Worker

Job Title:	A&E Peer Support Worker (4 posts available)
Location:	Bradford Teaching Hospitals x 2 posts Airedale General Hospital x 2 posts
Responsible to:	Manager in host organisation with supervision on-site in hospital
Hours of work:	28 hours a week to be worked on a rota basis covering 365 days a year Shifts between 10am -10pm on a rota basis
Salary:	£17,073 - £20,868 (appointment will be on £19,108 FTE per annum pro rata)
Contract:	Fixed term contract for 6 months. Available as a secondment
Holiday allowance:	25 days per year plus bank holidays, pro rata
Informal enquiries:	David Grant-Roberts (Crisis and Specialist Support Lead) 01274 586474 or david.grant-roberts@thecellartrust.org
Applications to:	Polly Mellor, polly.mellor@thecellartrust.org
Closing Date:	1 st November 2019 12noon
Interview Date:	w/c 4 th November 2019

General

The Cellar Trust is an equal opportunities employer and applications are welcome from all sections of the community, particularly BAME and LGBTQ communities who are underrepresented within the organisation.

Please note that CVs will not be accepted and applicants must use the Experience section of the application form to state how they meet all of the essential criteria in the person specification.

We are a Disability Confident employer, and offer a guaranteed interview to candidates with a disability who meet all the essential criteria in the person specification. If you would like to request a guaranteed interview because of a disability, or you would require any reasonable adjustments at the interview stage of the recruitment process, please specify this in your application.

Only applicants invited to interview will be informed – if you have not been contacted within two weeks of the closing date then you have not been shortlisted. Feedback will only be given to applicants who are unsuccessful at interview stage.

The successful candidate will be required to undertake a Disclosure and Barring Service check.

Job Purpose

In partnership with Airedale General Hospital and Bradford Teaching Hospitals, this winter we are building on our Safer Spaces work to deliver additional peer support based in A&E departments. This will help to ensure that people can get the right support at the right time, as well as helping to raise awareness of alternatives to A&E.

We are looking for 4 part-time Peer Support Workers to deliver this ground breaking work and work as part of our Multi-Agency Support Team (MAST) - alongside Psychiatric Liaison Nurses, personal support navigators, alcohol workers, social workers and the wider urgent care team. You will support individuals who have attended A&E in emotional distress, providing one-to-one peer support within the hospital. The job will also include outreach work to clients, working with the community based team to provide person-centred support within their own environment.

You will have experience of delivering peer support, be flexible, be passionate about mental health and committed to partnership working. This is a short-term contract so we need individuals to start as quickly as possible.

Accountability

- Manager in host organisation with supervision on-site in hospital
- No direct managerial responsibilities

Key Duties and Responsibilities

- To provide one-to-one peer support for individuals in A&E and link wards within the hospital.
- To build safe, trusting relationships with individuals based on non-judgmental listening and shared lived experience.
- To model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness
- To make full use of supervision, peer support with other peer workers and other support as necessary in order to remain well and safe.
- To raise awareness of alternatives to A&E for people in emotional distress
- Work as part of an integrated team with colleagues from BDCFT and partner VCS organisations, to ensure that individuals get the support they need
- Organise own day to day tasks, exercising judgement and referring to senior staff issues outside own scope of practice.
- Gather and share learning and best practice which can be used for future projects – linking mental health services, our safer spaces and the acute hospitals.
- Obtain, record and report information. Demonstrate competent IT skills. Daily access to IT systems and use of internet for research.
- Promote and demonstrate effective communication at all times with service users, carers, colleagues and other departments. Recognise the need for tact, consideration and confidentiality.
- Report, document and act on untoward incidents appropriately, escalating as indicated.
- Work with a high level of awareness of safeguarding in order to both prevent and respond appropriately to abuse.
- To sign-post to various resources, opportunities and activities in the community to promote choice and informed decision making.
- To identify personal developmental needs in conjunction with line manager and recovery-focused supervision.
- To work within policies including health and safety and data protection.
- To participate in regular supervision.
- To attend all role relevant mandatory training as and when required to do so.
- To attend all role specific training and other staff development opportunities as and when required

Person specification

All aspects of the person specification will be assessed through the application form with additional questions at interview stage. Please ensure that all of the criteria is addressed in your personal statement with examples/evidence for each aspect of the role.

Criteria	Essential	Desirable	How assessed
QUALIFICATIONS	GCSE English and Maths grade C or above, or equivalent experience		Certificates Application form
	Completion of own personal wellbeing plan or equivalent		Interview Application form
SKILLS AND EXPERIENCE	Lived experience of emotional distress/ mental health problems	Experience of using a range of self-management or recovery tools and techniques	Application form Interview
	Experience of mental health provision		Application form Interview
	Experience of working in a peer support role or of mentoring others		Application form Interview
	Wide range of life experiences relevant to discovering personal strengths and building connections with the wider community		Application form Interview
	Ability to reflect on personal experiences of emotional distress/ mental health problems, service use and experiences of giving and receiving support		Application form Interview
	Computer literate in software applications such as Microsoft Word, Excel, search engines, Outlook etc		Application form Interview
	Excellent written, verbal and non-verbal communication skills		Application form Interview
	Ability to record and report in an accurate and non-judgemental way		Application form Interview
	Good interpersonal skills, including active, non-judgemental listening skills		Application form Interview
	High level of self-awareness – ability to critically appraise own performance		Application form Interview
	Comfortable with sharing personal experiences in the context of a work role		Application form Interview
Ability and willingness to reflect on work practice and be open to constructive feedback		Application form Interview	

	Ability to work in an enabling & creative way		Application form Interview
	Ability to plan and prioritise workload		Application form Interview
	Willingness to use supervision and seek support in response personal wellbeing and role related needs		Application form Interview
KNOWLEDGE	Awareness of the potential role of peer support in mental health services	Good understanding of the way in which statutory mental health services work locally	Application form Interview
	Understanding of the impact of stigma and discrimination in relation to mental health		
PERSONAL ATTRIBUTES	Professional in appearance & behaviour		Application form Interview
	Ability to maintain a healthy work/life balance		Application form Interview
	Readiness to work in a demanding and responsible role		Application form Interview
	Emotional maturity		Interview
	Flexibility and reliability		Interview
	Energy, enthusiasm and commitment		Interview
	Patient, non-judgmental, respectful and compassionate		Interview
OTHER	Willing and able to travel to a range of locations locally.		Application form Interview
	Willing to accompany service users to community locations and activities as agreed.		Application form Interview
	A willingness to work flexibly through prior arrangement.		Application form Interview