

# Job Description and Person Specification

## Peer Support Worker



<b>POST:</b>	<b>Peer Support Worker (Various services)</b>
<b>LOCATION:</b>	<b>Shipley / Bradford District</b>
<b>GRADE / SALARY:</b>	<b>D1 £24,500 FTE per annum (pay award pending)</b>
<b>HOURS:</b>	<b>22.5 – 37.5 hrs per week (Permanent and 12-month fixed term positions available)</b>
<b>ACCOUNTABLE TO:</b>	<b>Team Leader</b>

### Purpose of the Job:

To deliver peer support to clients accessing our various services including employment, crisis intervention, rehabilitation and well-being initiatives. You will provide practical and emotional support to individuals, drawing from your lived experience of mental health challenges. You will offer guidance, encouragement and hope to empower individuals on their journey to recovery and wellness.

### Main Duties:

- **Peer Support:** Providing one-on-one and group peer support sessions to individuals accessing our services.
- **Empowerment:** Fostering a supportive and non-judgemental environment where individuals feel valued, understood and empowered to take control of their recovery journey.
- **Advocacy:** Advocating for the rights and needs of individuals experiencing mental health challenges within various settings.
- **Resource Navigation:** Assisting individuals in accessing resources and other support networks to enhance their overall well-being and recovery.
- **Peer-Led Workshops and Activities:** Planning and facilitating peer-led workshops, support groups and recreational activities aimed at promoting social connection, skill-building and personal development.
- **Collaboration:** Working closely with members of the multidisciplinary team including mental health professions and external stakeholders, to ensure coordinated and holistic support for individuals.
- **Documentation:** Maintaining accurate and confidential records of interactions, progress notes and outcomes in accordance with organisation policies and procedures.

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- **Self-Development:** Participating in ongoing training, supervision and personal development opportunities to enhance your skills and knowledge in peer support and mental health recovery practices.

### Values and Behaviours:

- Create and maintain a culture of respect, always challenging and rooting out discrimination and stigma.
- Demonstrate a consistent belief in people and tenacity in supporting people to improve their future.
- Be passionate about our work and inspire others to feel the same.
- Be committed to doing things well and always look for opportunities for improvement.
- Model excellent partnership and team working.

### PERSON SPECIFICATION

Listed below are the knowledge, experience skills and values you'll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

Knowledge	Method
Qualifications to GCSE Grade 4 or above, or significant equivalent experience	Application
Awareness or knowledge and/or lived experience of the challenges facing people who have difficulties relating to their mental health	Application Assessment
Knowledge of the potential role of peer support in mental health services	Assessment
Understanding of the impact of stigma and discrimination in relation to mental health	Assessment
Experience	
Experience of working with people with mental health difficulties and challenging behaviour	Application Assessment
Experience of effectively managing a client caseload and recording client notes	Application
Experience of working in a peer support role or of mentoring others	Application
Experience working alongside people to achieve personal goals and develop new skills	Application Assessment
Experience of using IT systems to record client notes	Application

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<b>Skills</b>	
Non-judgmental and supportive interpersonal skills	<b>Assessment</b>
Ability to have difficult conversations and maintain good relationships	<b>Assessment</b>
Competent in Word, Excel, Outlook	<b>Application</b>
<b>Values</b>	
A firm belief that all people matter and deserve respect	<b>Assessment</b>
An evidenced belief that everyone can change	<b>Assessment</b>
A track record of delivering on your commitments	<b>Assessment</b>
A personal commitment to equality, diversity, and inclusion	<b>Assessment</b>