

**Job Description**

**Peer Worker**

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| Responsible to | Team Leader |
| Salary | £22,869 |
| Hours per week | Full and part-time roles available |
| Annual Leave per annum | 25 days, pro rata part time |
| Contract | 2 years with potential extension |
| Level of DBS check | Enhanced with check of adults barred list |

**About Mind in Havering, Barking & Dagenham**

We are a local, independent charity and a member of the national Mind Federation. We supports those with mental health issues in Havering, Barking & Dagenham towards recovery and leading a better life.

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| Background |
| NHS England have drawn up a new framework for community mental health care. They are committed to increasing funding for adult and older adult services but, in return, they want a new model where…  *“People with mental health problems will be enabled to manage their condition or move towards individualised recovery on their own terms, surrounded by their families, carers and social networks, and supported in their local community”.*  To this end, the Trust will engage in a gradual programme of development, introducing new Neighbourhood Teams over the next 3 years that will be based around Primary Care Networks. These teams will, over time, replace current Access and Community Recovery Teams in order to improve continuity of care so that clinicians can develop longer lasting and deeper relationships with service users, their families, friends and networks. The change we aim to bring about is thus both structural and cultural and all staff joining the new teams will receive training in additional systemic skills like Open Dialogue.  Central to our new teams will be a number of Peer Workers who will be core members of each team. We aim to recruit Peer Workers in each team through a collaboration between NELFT and Mind in Havering, Barking & Dagenham. |

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| Main aims of the post |
| The post holder will provide support and recovery guidance to individuals experiencing common and severe mental health problems, using their own life experience of mental distress or as a carer and recovery as a template.  **Key Responsibilities:**  1. To develop a rapport and a therapeutic relationship with service users, within a relationally focused recovery model that will be at the heart of our new approach  2. To provide regular and practical support to service users and their carers in developing and managing independence and maintaining dignity and self-respect  3. To be a fully functioning member of the Neighbourhood Team (NT), carrying a caseload alongside other multi-disciplinary team members.  4. To provide an evidence-based and individualised mental health care to a clearly defined group of patients as assessed and identified by RSMHT Clinical Lead.  5. Plan care in association with other members of the multi-disciplinary team and external teams working with the service user. Involve service user and where appropriate, carers in the care planning and care delivery.  6. Ensuring assessment, support/care-plans and intervention is shared and agreed with relevant individuals and agencies  7. To attend training in trauma informed care alongside team members and use systemic and relational ways of working with clients within a peer support role.  A key emphasis is to enable service users to assume agency in their recovery and assist them in a holistic way to better health and wellbeing globally. This therefore also means…   * To work with local service user/peer networks and cultivate local communities around them * To support service users to gain access to resources to include benefits, welfare rights, settled housing, inclusion opportunities and health promotion. * To ensure that the service user understands who to contact within the different agencies involved in the support plan including employment education and training, leisure and culture and faith and community engagement as indicated by individual need. * To provide support with daily living to empower people to live independent lives. * To support service users to recognise good physical health as well as mental health and encourage them to engage in appropriate interventions such as wellbeing clinics, physical activity and healthy eating.   It is anticipated that peer workers will employ their own experience to work alongside participants in an equal partnership on their journey towards independent and fulfilling lives |

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| Main duties of the post |
| 1. To work with a varied caseload of clients in one to one and group settings |
| 1. To use personal life experience of mental health issues in an intentional and professional way to provide insight and motivational support in achieving recovery goals |
| 1. To develop effective relationships with a range of external organisations and agencies |
| 1. To promote the service and the peer support approach to communities and agencies as appropriate |
| 1. To keep accurate and up to date records of clients records |
| 1. To ensure quality standards are adhered to and met and that audits are passed |
| 1. To ensure all statutory responsibilities are followed and reported as required |

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| General work related expectations |
| 1. To work within both NELFT and Mind in Havering Barking & Dagenham values, ethos and vision |
| 1. To work in accordance with all policies and procedures of both NELFT and Mind in Havering, Barking & Dagenham, particularly (but not exclusively) Health and Safety; Information Governance and Safeguarding |
| 1. To commit to own personal development and attend training or development activities as required |
| 1. To work in accordance with all relevant legislation |
| 1. To undergo regular supervision and at least an annual appraisal |
| 1. To undertake any other duties as required, and as appropriate to the post |

**Person Specification for this post**

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|  | ESSENTIAL | DESIRABLE |
| Qualifications | NVQ level 2 or equivalent standard of literacy and numeracy | Peer work qualification |
| Experience & Knowledge | Lived experience of mental health service use – statutory or 3rd sector – as a service user or a carer.  Knowledge of NHS mental health services.  Experience of working with people facing a range of barriers and social issues  Knowledge of mental health issues & conditions, and of the challenges and issues that are likely to affect those who experience such difficulties  Understanding of Peer Support and Personal Recovery approaches | Experience of providing peer support to those with lived mental health experience  Awareness of managing self-harm.  Awareness of substance  Misuse.  Safeguarding adults/children experience  Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals.  Experience of working with a range of agencies and organisations to develop effective working relationships  Knowledge of the local area your service is based in (community groups, services available as well as local demographics) |
| Personal, Relational & Relevant Skills | Excellent communication skills both verbal and written  Able to communicate complex information to other professionals  Ability to work well with a multi-disciplinary team.  Supports NELFT mission and values.  Ability to cope under pressure  Good time management.  Ability to use a database  Ability to manage a varied and complex workload effectively |  |
| Personal Circumstances/Attributes | Commitment to equality, diversity and inclusion  Enthusiasm  Probity  Industriousness  Personal resilience and flexible attitude in the face of difficulties  High level of self-awareness – the ability to reflect on own practice and to share personal experience.  Commitment to personal development and willingness to regularly update skills and experience |  |