# Bath_Mind_Logo_RGB

**Job Specification**

**Job Title** Peer Support Worker CSF B&NES

**Reports to**  Wellbeing Pratitioner CSF

**Contract type** Permenant

**Hours of work** 37.5

**Salary**  £22,000

About the Community Service Framework

**Context**

We are the Third Sector Alliance, working across the sector together with Avon and Wiltshire Mental Health Partnership NHS Trust and Oxford Health Foundation NHS Trust to provide accessible, responsive, and inclusive mental health support across the local area, as part of the national Community Services Mental Health Framework.

This system-wide transformation will redesign how community mental health services are delivered and experienced, placing communities and individuals at the heart of what we do and how we do it.

The Community Service Mental Health Framework will sit alongside and compliment those provided by primary and secondary care. This is all about GP surgeries, hospitals and the third sector working together so anybody who needs a service sees the right person at the right time, through a single point of entry. Together, we’re making sure we’re walking alongside people who need support every step of the way, making sure they are ok, making sure they’re accessing relevant support and then thinking about their next steps.

This delivers against the NHS’s vision for mental health care and support through more local, community mental health services and how community services should offer whole-person, whole-population health approaches.

Our Vision is to create services where people are recognised, valued, and supported. The same is true of our workplaces. We pride ourselves on our welcoming, inclusive, and safe spaces to work.

**Purpose**

The role of a Peer support worker has been developed specifically for people who have lived experience of mental distress and are able to use their experience to offer empathy and understanding to others. To encourage, inspire, motivate and support people who access the service. Working alongside the Wellbeing Practitioner and partners as part of the Multiple Disciplinary Team (MDT), you will assist in carrying out a comprehensive and holistic assessment and developing a safety plan to promote the person’s ability to engage with appropriate services.

The peer support worker will work alongside practical support networks, in order to help people feel in control of their lives and identify their individual recovery pathway. The peer support worker will work as part of a team that provides initial introductions with people in a community setting, focusing on the direct needs of the individuals and working across boundaries of care, organisations and roles.

To build links with and liaise with external agencies to work together in a collaborative approach to meet the needs of the person accessing services. To have the individual’s needs to the fore at all times, working to the recovery model to support them to work towards their identified goals.

**About Bath Mind**

Bath Mind was established in 1998 by a group of local people with lived experience of mental ill health who wanted to provide information and activities for people in the community. Since then we have worked hard to develop what we do in response to local needs.

Many of our current staff have lived experience of facing mental health challenges; we have a greater understanding of the community that we support.

We are in contact with over 3,400 people annually to improve, prevent and maintain mental health and wellbeing.

While we are affiliated to national Mind, we receive no direct funding from them. We are a self – sustaining, independent locally run charity.

**Overall and Specific Responsibilitys**

* Share personal experiences of recovery and coping to build connection and provide support.
* Ensure that the person accessing the service understands and has a clear pathway of support across sector/agency boundaries with key contact points/named staff.
* Work effectively as a member of a team to engage individuals in a number of activities.
* Support people accessing services to identify their recovery pathway and ways in which they can achieve their own goals.
* Support the team and individuals in implementing interventions/safety plans and provide practical support to people in developing and managing dignity and independence.
* Support people accessing services with issues such as benefits, housing and welfare rights etc.
* Provide information on health promotion.
* Monitor individuals’ progress, alerting the appropriate staff involved when concerns arise.
* Promote involvement within the service for the person accessing services and carer (friends and family).
* Maintain a flexible approach to encourage engagement, creating and promoting a positive and nurturing environment at all times when working on behalf of the organisation.
* Gain advice and support when needed with team practitioners/managers and attend regular supervision in accordance with organisation’s policy, to ensure care and safety is maintained
* Undertake these duties within a framework that recognises the diversity of our community and encourages equality and opportunity for all.
* Attend training and relevant courses as required.

**Communication Responsibilities**

To adopt a team approach and be a proactive team member

To be non-judgemental and empathetic

To adhere to the policy of confidentiality and sharing of information

To be non-discriminatory

To promote positive perceptions of the service at all times

To liaise with users of other services as required

To maintain positive working relationships with other employees and volunteers of the Community Service Framework and of Bath Mind.

To attend supervision, appraisals and team meetings

To attend training and relevant courses for professional development

**What can you bring to the transformation?** If you are a proactive change-maker who enjoys big challenges and rewarding work, we can offer a collaborative, supportive working environment, and the opportunity to be at the heart of creating new systems of care and support which go beyond the job description. Staff will also benefit from;

* Competitive salary, pension scheme and career progression opportunities.
* 25 days annual leave plus 8 days bank holiday entitlement (pro rata for part time staff).
* Ongoing training and development opportunities (including CPD accredited training).
* Working for a flexible employer that places wellbeing at the heart of what we do, and how we do it.
* Team away days to support a culture of wellbeing and teamwork.

**Conditions of employment**

New employees will be subject to a six-month probationary period and will be subject to an enhanced Disclosure and Barring Service (DBS) check and references.

The safety and wellbeing of our workforce and people accessing our services is our priority, which is why it is now a condition of employment for anyone joining us that they have had the recommended coronavirus vaccine by the NHS.

**Further info (setting & context, training & progression – particularly for Peer Support Workers)**

These duties are intended to be a guide to the post\* and should not be considered exhaustive. The role is subject to review, depending on the needs of the Alliance. The post holder will be encouraged to participate in any such review.

You will have the close support of a head of service in your employing organisation and a project manager who is leading on the mobilisation of the CSMHF across BSW in its first 12 months.

*\*Hours may change depending on the need i.e., covering absence, annual leave and sickness and will be reviewed regularly during supervision.*

**Person Specification**

**Essential Criteria**

* A personal and professional philosophy which aligns with the vision, mission and values of the organisation
* A positive, proactive approach
* An approach that is non-judgemental, non-discriminatory and empathetic
* Strong personal integrity and independence of mind
* Relevant experience of providing support to individuals with mental health needs
* Personal experience of living with poor mental health
* Excellent communication and interpersonal skills - listening, written and verbal
* An ability to manage conflicting priorities and one’s own time with a minimum of supervision
* Ability to engage and motivate individuals accessing support
* Ability to act calmy in emergencies, responding in a professional manner to stressful and challenging behaviour
* Good organisational skills and a team Player