  

**Post:** Peer Support Worker – Community outreach (2 post available)

**Hours of work:** 22.5 hour per week, working from 9-5 Monday to Friday

**Salary:** £19,108 FTE per annum pro rata

**Contract:** Fixed term contract for 6 months. Available as a secondment

**Location:** Based at either Bradford Teaching Hospital (BRI) x 1 post or Airedale General Hospital (AGH) x 1 post

**Responsible to:** Manager in host organisation with supervision on-site in hospital

**Annual Leave:** 25 days per year plus bank holidays, pro rata

**Pension:** We operate a contributory pension scheme which you will be auto-enrolled into (subject to the conditions of the scheme).

**Informal Enquiries:** Christina Collins (Service Director) 01274 730815

**Application to:** [recruitment@mindinbradford.org.uk](mailto:recruitment@mindinbradford.org.uk)

**Closing Date:** 10am on 11th November 2019

**Interview Date:** 14th November 2019

**Background and Context**

In partnership with Airedale General Hospital and Bradford Teaching Hospitals, this winter we are building on our Safe Space work to deliver additional peer support for people who frequently use A&E due to emotional distress. 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 2 x part-time Peer Support Workers to deliver this ground breaking work within the community and as part of our Multi-Agency Support Team (MAST) working alongside support navigators, alcohol workers, social workers and social prescribers as well as the wider urgent care team.

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.

**Job Purpose**

We are partnering with Bradford District Foundation Care Trust (BDCFT), Airedale General Hospital and Bradford Teaching Hospitals to build on our Safe Space work to deliver additional peer support for people who frequently use A&E due to emotional distress. 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 and reduce the number of re-attendances at A&E.

**Accountability**

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

**Key Duties and Responsibilities**

* Work with colleagues in the multi-agency support team (MAST) to identify frequent attenders at A&E who would benefit from peer support, to ensure they get the support they need.
* Build safe, trusting relationships with individuals based on non-judgmental listening and shared lived experience.
* To deliver 1:1 intervention in the community
* Sign-post and support clients to opportunities and activities in the community to promote choice and informed decision making.
* To proactively contribute
* Raise awareness of alternatives to A&E for people in emotional distress.
* Attend and contribute to Frequent Attenders meetings
* Gather and share learning and best practice which can be used for future projects – linking mental health services, our safe spaces and the acute hospitals.
* Work with a high level of awareness of safeguarding in order to both prevent and respond appropriately to abuse.
* Model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness
* Make full use of supervision, peer support with other peer workers and other support as necessary in order to remain well and safe.
* Organize own day to day tasks, exercising judgement and referring to senior staff issues outside own scope of practice.
* 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.
* Recognize the need for tact, consideration and confidentiality.
* Report, document and act on untoward incidents appropriately, escalating as indicated.
* Identify personal developmental needs in conjunction with line manager and recovery focused supervision.
* Work within policies including health and safety and data protection.
* Work with a high level of awareness of safeguarding in order to both prevent and respond appropriately to abuse.
* 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.

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| **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** | Must have lived experience of emotional distress/ mental health problems and provisions |  | Application form Interview |
| Experience of working in a support role or of mentoring others |  | Application form Interview |
|  | Experience of using a range of self-management or recovery tools and techniques | 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 used 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 |
| Able to encourage, engage and involve people in ways that promote their involvement, independence, resilience and achieve positive changes in their lives |  | Application form Interview |
| Ability to confidently work independently and as part of a team |  | Application form Interview |
| Ability to plan and prioritise workload |  | Application form Interview |
| **KNOWELDGE** |  | Good understanding of the way in which statutory mental health services work locally | Application form Interview |
|  | Awareness of the benefits of peer support |  | Application form Interview |
|  | Understanding of the impact of stigma and discrimination in relation to mental health |  | 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 |
| Patient, non-judgmental, respectful and compassionate |  | Interview |
| **OTHER** | Willing and able to travel to a range of locations locally and a car driver with access to a car. |  | 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 |