

# Job Description and Person Specification

## Peer Support Worker (HOPE)



<b>POST:</b>	<b>Peer Support Worker (HOPE)</b>
<b>LOCATION:</b>	<b>Shipley / community based across Bradford district</b>
<b>GRADE / SALARY:</b>	<b>D1 £25,235 FTE per annum</b>
<b>HOURS:</b>	<b>Up to 37.5 per week</b>
<b>ACCOUNTABLE TO:</b>	<b>Team Leader (HOPE)</b>

### **Purpose of the Job:**

To deliver peer support to clients referred to our HOPE service. You will offer one to one provision for a 6 week or 12 week period as well as assisting people to engage in peer support groups, well-being groups and community activities.

### **Main Duties:**

- Manage a caseload of people, ensuring all are given time and seen regularly.
- Provide one to one support for individuals in a recovery-focused and person-centred way, which builds confidence and helps people to move forward.
- Use your own lived experience of recovery from mental health problems, as appropriate, to inspire and support others.
- Facilitate peer support and/or wellbeing groups.
- Liaise with professionals and organisations across the district including referrers and partners.
- Ensure that client notes are recorded in an accurate and timely manner and kept updated.
- Work in line with all relevant safeguarding policies and procedures, ensuring concerns are escalated appropriately.

### **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.

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### 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.

<b>Knowledge</b>	<b>Method</b>
Qualifications to GCSE Grade 4 or above, or significant equivalent experience	<b>Application</b>
Awareness or knowledge and/or lived experience of the challenges facing people who have difficulties relating to their mental health.	<b>Application Assessment</b>
Knowledge of the potential role of peer support in mental health services	<b>Assessment</b>
Understanding of the impact of stigma and discrimination in relation to mental health.	<b>Assessment</b>
<b>Experience</b>	
Experience of working with people with mental health difficulties and challenging behaviour.	<b>Application Assessment</b>
Experience of managing a client caseload and recording client notes	<b>Application</b>
Experience of working in a peer support role or of mentoring others	<b>Application</b>
Experience of using IT systems to record client notes	<b>Application</b>
<b>Skills</b>	
Non-judgmental and supportive interpersonal skills	<b>Assessment</b>
Ability to manage a caseload and workload effectively	<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>