

# **Job Description and Person Specification**

## **Peer Support Worker (Rehabilitation, Enablement and Crisis)**



<b>POST:</b>	<b>Peer Support Worker (Rehabilitation, Enablement and Crisis)</b>
<b>LOCATION:</b>	<b>Clayton and Shipley with some community based across Bradford District</b>
<b>GRADE / SALARY:</b>	<b>DI £25,235 FTE per annum</b>
<b>HOURS:</b>	<b>28.5 hours per week, shifts covering 10am–8pm, 365 days per year</b>
<b>ACCOUNTABLE TO:</b>	<b>Team Leader (Rehabilitation and Enablement)</b>

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

Provide peer support to people with a severe mental illness living at a new Rehabilitation and Enablement Residential Service, in partnership with Bradford District NHS Foundation Care Trust (NHS), Bradford Council Adult Social Care, Horton Housing and Care Housing. You will offer one to one and group provision, tailoring support to the 14 individuals living within the residence. Due to the nature of the work, it would be preferred if applicants can speak Urdu/Punjabi to enable them to understand instructions and communicate effectively with the individuals we support.

### **Main Duties:**

- Provide one to one and group support for individuals in a recovery-focused and person-centred way, which builds confidence and helps them to move forward towards rehabilitation and improved wellbeing.
- Support people to engage in peer support groups, wellbeing groups and community activities, access healthcare to increase independence and wellbeing.
- Support people with practical life skills such as maintaining their tenancy, settling into their home and budgeting
- 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 working in line with peer support values.
- 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 policies and procedures including safeguarding, ensuring concerns are escalated appropriately.
- Work collaboratively as part of a wider multi-disciplinary team.
- Provide cover for the Crisis House provision in Shipley

### **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.

<b>Knowledge</b>	<b>Method</b>
Qualifications to GCSE Grade 4 or above, or significant equivalent experience	<b>Application</b>
Awareness or knowledge 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>	
Lived experience of mental health either personally or as a carer	<b>Application Assessment</b>
Experience of working with people with severe mental health difficulties	<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 working alongside people to achieve personal goals and develop new skills	<b>Application Assessment</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 have difficult conversations and maintain good relationship	<b>Assessment</b>
Good IT skills including Word, Excel, Outlook and client data bases	<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>