**JOB DESCRIPTION: Peer Support Worker**

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| **Post/Job Title** | **Peer Support Worker - (Maternal Mental Health Service)** |
| **Reporting to** | Doula Manager  |
| **Based** | Jericho Foundation, 196-198 Edward Road, Birmingham, B12 9LX |
| **Salary** | NJC PAY SCALE: point 15 - £23,541 pro rata |
| **Hours** | 23 hours per week  |
| **Contract** | Fixed Term Contract until March 2022 |
| **Benefits**  |  28 days annual leave + 8 public holidays **(pro rata).** Contributory pension scheme Access to Care First – Employee Assistance Programme |

**ROLE SUMMARY AND SUPPORT**

The Peer Support Workers will provide practical assistance, advice, and support to service users to assist their recovery and will raise awareness of perinatal loss and/or perinatal mental health with service users, staff, managers and all other stakeholders. They will support the development and delivery of a wide range of interventions and encourage families to engage in activities and opportunities available to them to aid their recovery and remain well. To model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness. The post is 20 hours a week at grade 4, days to be arranged.

Bethel Health and Healing Network (BH&HN) will support the PSW into the role and advise and mentor them to be able to undertake their role effectively. This is a demanding post and requires that continuous support from the Doula team to be able to undertake the work effectively. As part of this support, you will also receive pastoral supervision by a senior therapist who can support you, if dealing with the effects of loss or triggers that arise from the work as well as learning concepts that they can use with their clients.

An NHS laptop (already encrypted) will be available for the PSW to use to be able to carry out their role effectively from the start. We will also be able to offer CPD training to support the worker in their development and work practices.

**SUMMARY OF ROLE**

1. To establish supportive and respectful relationships with patients using perinatal loss and/or perinatal mental health services while supporting them to identify their own recovery goals

2. To share ideas about ways of achieving recovery goals, drawing on personal experiences and a range of coping, self-help and self-management techniques

3. To sign-post to various resources, opportunities, and activities within the Trust and in communities to promote choice and informed decision making

4. To model personal responsibility, self-awareness, self-belief, self-advocacy, and hopefulness

5. To help service users to identify their own recovery goals

6. To support service users to identify and overcome fears within a relationship of empathy and trust

7. To assist others to create their own recovery plans and develop advance directives

8. To identify women with lived experience to support coproduction and focus group activities

9. To co-facilitate focus groups and undertake consultation to support service development

10. To co-facilitate training as required

11. To accompany service users to appointments/meetings/activities of their choice and performing a range of practical tasks aligned to recovery goals

12. Work with the team to develop perinatal loss education and awareness programmes for service users and professionals in primary and secondary care

13. Raise awareness in BAME and vulnerable communities by working with the team to communicate and raise awareness about the pathway and support services within the community.

# main duties and responsibilities

* You will be required to work as part of a multidisciplinary team supporting women in the community
* To supporting transitions from in-patient settings to the community and vice-versa
* Providing support within an agreed timeframe
* The role incorporates elements of advocacy, peer support and signposting to community resources as appropriate
* To support the development and delivery of coproduction within the new service by identification of women and families with lived experience to engage in service development, design, and evaluation.
* To support women and families engaged in coproduction to ensure that any needs around accessibility and support are met.
* To promote NHS and (BH&HN) vision, values and what we do.
* You will be based within the community team but will be required to build and maintain other strong connections to enable them in their role
* As a new role, you will be required to shape and develop the BAME peer support approach within perinatal loss/mental health services based on ongoing learning about what is helpful and successful.
* May require you to share lived experiences
* Through sharing wisdom from your own experiences, as a Peer Support Worker, you will instil hope and the knowledge that recovery is possible.
* You will provide nurturing peer support and practical assistance to mothers using services in order for them to regain control over their lives.
* Within a relationship of mutuality and information sharing, you will help promote choice, self-determination, engagement, connection with the community and positive living for both the mothers they support, the father and their wider family networks.
* You will help mothers connect or re-connect with their local communities and establish their own coping strategies.
* To assist in risk assessments with multi-disciplinary staff, highlighting any changes in new mothers’ behaviour relevant to their safety plan and feedback accordingly.
* To act as an ambassador for Approachable Parenting with external agencies and partner organisations.
* To maintain up to date paper and electronic records.
* To assist in risk assessments and maintain up to date paper and electronic records.
* To undertake any other duties which may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined.
* To understand and work to NHS/Approachable Parenting’s policies and procedures e.g. safeguarding, child protection, health and safety, confidentiality and to feed back to your Line Manager any concerns
* Regular travel across Birmingham will be required to fulfil this role

# Other Duties:

From time to time the post holder may be required to perform duties other than those given in the job description for the post at the discretion of the Manager without changing the general character of the duties or the level of responsibility entailed.

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| Person Specification |
| Knowledge & Qualifications  | **Desirable** | **Essential**  |
| NVQ Level 3 or equivalent  | **X** |  |
| Experience working within a mental health setting | **X** |  |
| Some knowledge of the long-term impact of maternal loss/ mental health issues across the full range of ages and phases of the life cycle. | **X** |  |
| Lived experience, and recovery from perinatal loss/ mental illness or personally know of someone who you were involved with that experience.  | **x** |  |
| Able to draw on personal experience in a supportive and positive manner to help others in similar circumstances | **x** |  |
| Able to communicate personal perspectives or experiences in a way which is helpful for both team members and mothers. |  | **X** |
|  SKILLS & EXPERIENCE |
| Can speak fluently at least one community language and English.  | **x** |  |
| Experience of working with families from a diverse cultural background  | **X** |  |
| Experience of work within a mental health or support service context | **X** |  |
| Experience of being part of a team, implementing new projects and services | **X** |  |
| Experience of recording and maintaining up to date paper and electronic records  | **X** |  |
| Skills in self-management, including time management  |  | **X** |
| Computer literacy skills (including Word, email, outlook, databases) and willing to be able to use these packages and others of a similar nature in the course of duties |  | **X** |
| Ability to work in a culturally sensitive manner. |  | **X** |
| Good communication and listening skills together with a good standard of written communication |  | **X** |
| Able to manage, plan and prioritise a caseload based on working hours and service demand. |  | **X** |
| Able to informally assess risk including child and adult safeguarding |  | **X** |
| PERSONAL QUALITIES |  |  |
| An understanding of and commitment to Bethel’s ethos and values * Creative thinker
* Problem-solving capabilities
* Excellent Inter-personal skills
* Good networker and team player
* Enthusiastic and motivated
* Ability to work on own initiative, planning and prioritizing workload
* Act with discretion and retain confidentiality.
* Flexible, calm under pressure.
 |  | **X****X****X****X****X****X****X****X****X** |