**JOB DESCRIPTION – Peer Support Worker**

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| **Job title** | Peer Support Worker |
| **Sector/Function** | Mental Health Operations |
| **Department** | Nottingham Crisis Sanctuary |
| **Reports to** | Project Worker  |
| **Grade** | 3 |
|  | Fixed term contract 12 months (with view to extension after the delivery of the pilot programme) |
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| **Job purpose** | Nottingham Crisis Sanctuary Peer Support Worker will be working closely with individuals who are experiencing a mental health crisis/perceived crisis and/or episodes of psychological/emotional distress. You will assist individuals through appropriate person-centred interventions to be able to address and help de-escalate their immediate crisis experience.  The role of a Peer Support Worker has been developed specifically for people who have lived experience of mental distress. Through sharing examples of their own experiences, Peer Support Workers will inspire hope and belief that recovery is possible.As a pivotal and highly valued member of the team, the Peer Support Worker will provide formalised peer support and practical assistance to service users, in order for them to regain control of their lives, and help them to develop their own unique recovery process.The Peer Support Worker will promote choice, self-determination and opportunities for the fulfilment of socially valued roles and connection to local communities. |
| **Key accountabilities** | * To deliver therapeutic interventions supportive and respectful relationships with people using our services.
* To support and guide people who use out services to develop crisis plans
* To support people who use our services to overcome their fears within a relationship of empathy and Trust
* To share ideas about ways to manage, drawing on personal experiences and a range of coping, self-help and self-management techniques
* To assist people who use our services to create their own recovery plans and develop advance directives
* To model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness
* To sign-post people who use our services to various resources, opportunities and activities within communities and promote choice and informed decision making
* To raise awareness of recovery language amongst Turning Point’s staff by modelling positive, strengths based, non-discriminatory, non-jargon, non-medicalised language in all areas of work
* To support the team in promoting a recovery orientated environment by identifying recovery focused activities and disseminating information and educating people who use our services as and when required.
* Be actively involved in the continued development and on-going evaluation of the PSW role
* To act as an ambassador for Turning Point with external agencies and partner organisations
* 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, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms

**To continuously review own performance and development needs to assist growth and development by:-*** Participating in open two-way dialogue during Performance Management meetings agreeing own task and development objectives and reviewing these and overall performance against the competency framework.
* Participating in training and development opportunities as agreed within the Performance Management process
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| **To ensure a safe working environment for self and the team by:-*** Ensuring a good standard of general hygiene and infection control within the team’s environment
* Ensuring all H&S concerns are appropriately reported and action taken in a timely manner
* Accessing Vaccinations, eye sight tests, work place assessments as appropriate
* Ensuring H&S policies and procedures are complied with
* Following the formal reporting process for serious untoward incidents and accidents
* Ensuring all risk assessments are completed when appropriate
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| **To ensure compliance with internal and external standards and codes of conduct by-*** Meeting all regulatory requirements
* Complying with Turning Point’s Code of Conduct, policies and procedures
* Participating in regular audits (internal and external) and ensure results are acted upon within the team
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| * Maintaining accurate financial records, e.g. petty cash, volunteer expenses as appropriate
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| **To assist in the development of the service by:*** Ensuring a consistent service delivery approach is embedded within the support offer.
* Liaising with the staff team, service users, family and carers, local stakeholders and the commissioner to ensure that the service is reviewed and co-developed over the lifetime of the contract.
* Representing Turning Point at external meetings, and network locally to develop contacts, services and Turning Point’s profile
* Working with the management of the service to enhance, develop and expand the service
* Meeting agreed performance targets and outcomes
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| **Dimensions** | Direct reports | N/A |
| Total staff overseen | N/A |
| Internal contacts | * Team members (Service Manager, Project Worker II, Recovery Workers, Volunteers)
* Senior Operations Manager/ Regional Operations Manager/Central departments
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| External contacts | * Service users
* Carers (e.g. family members)
* Commissioners
* Agencies/partners including statutory services
* General public
* Media enquiries
* Local businesses/ community
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| Planning outlook | * Supporting discharge goals
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| Problems solved |  |
| Financial authority | N/A |

**PERSON SPECIFICATION**

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| **Job title** | **Peer Support Worker**  |
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| **Personal effectiveness** | Essential | Desirable |
| * Able to relate to a wide range of people
* Professional in appearance and behaviour
* Able to manage conflict and to help others to do so
* Ability to maintain a healthy home/work life balance
* High level of self-awareness – ability to critically appraise own performance

Ability to demonstrate critical thinkingGood team-working skillsAbility to share personal story of recovery in a professional mannerAbility to assist people to develop recovery plansAbility and willingness to reflect on work practice and be open to constructive feedbackAbility to work in an enabling and creative wayAbility to demonstrate critical thinking |  |
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| **Technical effectiveness** | Essential | Desirable |
| Excellent written, verbal and non-verbalcommunication skills.Willingness to use IT systems |  |
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| **Acquired experience & qualifications** | Essential | Desirable |
| Lived experience of mental distressSuccessful completion of Accredited PeerSupport Worker Training | Completion of own Wellness Recovery Action Plan (WRAP)  |
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| **Other requirements** | Essential | Desirable |
| Good team workerAbility to use initiativeReliableFlexibleResourcefulGood organisational skills including timemanagementSupportive to other colleaguesAble to demonstrate a patient, non-judgmental, respectful and compassionate attitude | Range of life experiences |