Sussex Partnership **NHS**
NHS Foundation Trust

Job Description

Job title	Peer Support Worker
Directorate	ChYPS
Department	The Early Intervention for Psychosis Service
Responsible to	Band 6 Lead Practitioner (Supervisor)
Accountable to	Team Leader
Pay band	3
Hours of work	22.5
Location	Horsham
On call requirement	No
Disclosure required	**Enhanced DBS**
Professional Registration	No

Job outline

- To support others who are overcoming the challenges of having experiences a first episode of psychosis in their journey to recovery and wellbeing
- To plan, promote and deliver delegated activities in accordance with the service user's needs to meet goals identified in the individual's Recovery Plan

Scope & Authority

- Peer Support workers engage with mental health service users to show empathy, share experience, inspire hope and promote recovery with the aim of assisting individuals to gain and maintain independence in the community
- Peer Support Workers are part of the Early Intervention for Psychosis Service. The role is to focus on the day-to-day holistic support needs of service users. Self-managed care is essential to this: the supported person is encouraged to assess their own needs and to develop and implement a self-management plan
- Peer Support is delivered through promoting empowerment and choice and giving the opportunity for the exploration of meaning and purpose
- Work is directed by through Multi-disciplinary approach.
- Supervision will be used to continuously reflect on, evaluate and develop peer approaches
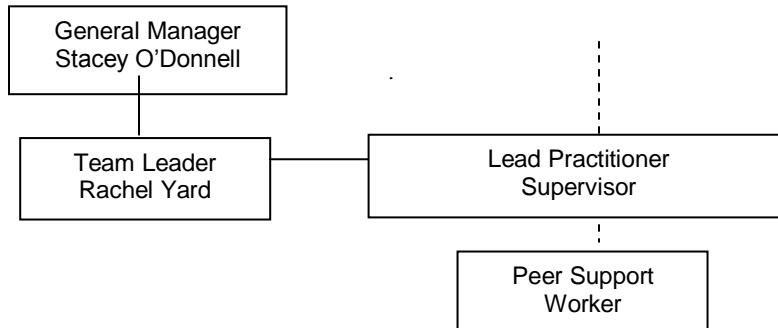
We are an Equal Opportunities Employer operating a No Smoking Policy

Key Result Areas

Clinical	• To support individuals and groups using a Peer approach
	• To be a positive role model for other people overcoming mental health challenges, other workers and members of the public
	• To use parts of your recovery story to inspire hope in others where appropriate
	• To use appropriate skills in engaging with individuals with mental health challenges, eg asking open-ended questions, validating strengths and experiences and using empowering language to overcome negative self-talk
	• To support and enable individuals with mental health challenges to resolve conflicts and regain control, responsibility, hope and enjoyment based on the principles of peer supported recovery such as sharing your personal recovery story
	• To support service users in identifying both strengths and early signs of relapse. To support service users in identifying possible triggers or causes of relapse
	• To provide support to individuals in gaining choice, developing and managing meaning and purpose of life and independence, and maintaining dignity and self respect
	• To support individuals in meeting holistic needs (education, welfare, employment, financial, leisure, housing, spiritual, etc) in partnership with other individuals, care team and agencies and within a recovery environment
	• To promote and make service users aware of personal strengths and social networks, and highlight their ability to engage with these
	• To deliver educational training to service users (as appropriate)
	• To engage actively in peer and professional supervision and apply the learning to working with clients of the service
	• To support access and facilitation of activity sessions both on a one-to-one and group basis for service users
	• To ensure all service users are aware of activities which may be of benefit to them and how these can be accessed
	• To undertake any other such duties as may reasonably fall within the remit of the post, as required by the Manager/Supervisor

Communication	• To form professional relationships with clients and communicate with them in a way that respects their views, autonomy and culture • To monitor and record progression, highlight concerns, and report any perceived changes in service user's wellbeing to the MDT • To demonstrate effective communication skills with people whose understanding may be impaired • To provide relevant information, written and oral, for documents relating to client's progress under direction from an Occupational Therapist/psychologist
Documentation	• To write in clinical notes/care notes in consultation with clinical staff according to local standards • To ensure that up to date written and electronic records and activity data are maintained in accordance with professional and Trust standards
Professional Ethics	• To adhere to the Trust's Code of Conduct for Non-Qualified Staff and all other relevant policies and procedures • To respect the individuality, values, cultural and religious diversity of clients and contribute to the provision of a service sensitive to these needs
Training Staff and Students	• To participate in the induction, training and education of students and other staff in this setting • To participate in the dissemination and sharing of information and skills with staff, students and volunteers
Professional Development	• Undertake training as necessary in line with the development of the post and as agreed with Line Manager as part of the personal development planning process • To keep a record of training and development in a CPD file
Clinical and Social Care Governance, Quality, Standards	• Participate in clinical and social care governance and quality improvement programmes as directed by Line Manager
Line Management, Staff, Budgets Dept	• To exercise good personal time management, punctuality and consistent, reliable attendance. • To contribute to a healthy and safe working environment by adhering to Health and Safety Regulations and Trust policies. • To maintain and order stock and advise on resources necessary to carry out the job, including the responsible management of petty cash.
Research and Development	• As part of a team, incorporate up-to-date techniques and ideas of positive practice into the treatment programme. • To participate in audit and research projects as applicable.

Key Relationships

Service users and their families and carers, the multidisciplinary team, inpatient, day service staff, social services, primary care, the third sector including day services and residential care. External mainstream agencies eg local colleges, libraries which promote social inclusion opportunities for service users.

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│ General Manager     │
│ Stacey O'Donnell    │
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┌──────────┴──────────┐     ┌─────────────────────────┐
│ Team Leader         │─────│ Lead Practitioner       │
│ Rachel Yard         │     │ Supervisor              │
└─────────────────────┘     └────────────┬────────────┘
                                          ┊
                            ┌─────────────────────────┐
                            │ Peer Support            │
                            │ Worker                  │
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All staff are required to

- Abide by the standards of behaviour expected by their professional body and the standards of behaviour expected of all staff in the Trust disciplinary policies and procedures.

- Adhere to all Trust policies and procedures and are responsible for making themselves aware of these policies and procedures.

- Treat information relating to patient, employees and businesses of the Trust in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. At all times employees are required to comply with the provisions of the Data Protection Act.

- Maintain their own awareness of, and comply with, policies and procedures relating to Health and Safety (whether statutory or Trust), and assist in ensuring the compliance of other staff.

- Support the Trust's visions and values and in particular the promotion of a positive approach to diversity, equality, rights, and treating others with dignity and respect; to eliminate discrimination and disadvantage in service delivery and employment, and to manage, support or comply by adhering to the Trust's Equality and Diversity Policy.

- Demonstrate the core principles of safeguarding and protection of Human Rights; treating people with dignity, fairness, equality, respect and autonomy.

- Develop and maintain positive relationships with all colleagues, taking account of their age, religion or belief, ethnicity, sex, marital or civil partnership status, sexual orientation, gender

identity, pregnancy or maternity status and any disability. Ensure that they are approachable and that their conduct towards colleagues is open and honest, dealing with differences in opinion in ways which avoid offence.

- Take responsibility for the safeguarding and protection of children and young people and vulnerable adults very seriously, as does The Trust. The Trust works with adult and children's social care to ensure that the integrated service has systems in place to equip staff with the knowledge and skills to recognise abuse, and take action to safeguard and protect vulnerable adults and children and young people. It is expected that all staff familiarise themselves with the appropriate structures and policies and with the Sussex child protection and safeguarding procedures and the Sussex multi-agency policy and procedures for safeguarding vulnerable adults and undertake the relevant essential training and further training appropriate to their role.

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Person Specification

Job title:	Peer Support Worker (Psychosis)
Directorate:	ChYPS
Department:	Early Intervention for Psychosis
Pay band:	3
Location:	Worthing

	Essential	Desirable	Evidenced by
A – QUALIFICATIONS			
▪ A recognised qualification in an area related to the workplace or equivalent technical/life skills	√		A / C
▪ Evidence of a commitment to lifelong learning	√		
▪ Health care or relevant NVQ Level 3 or equivalent skills	√		
B – KNOWLEDGE/EXPERIENCE			
▪ Experience of working with people with Psychosis/Complex mental health needs in a paid or voluntary capacity	√		A / C / I / T
▪ Experience of groups including STEPPS and co-facilitating Groups and Activities		√	
▪ Experience working as part of a team	√		
▪ Experience of being supervised	√		
▪ Experience of training others in technical/leisure/creative skills		√	
▪ Lived experience of Psychosis and mental health issues/difficulties	√		
▪ Managing personal mental health and recovery	√		
▪ Knowledge of Peer Support, Recovery and Wellbeing in mental health and ability to apply this throughout your work	√		

	Essential	Desirable	Evidenced by
C – SKILLS			
Communication/Relationship skills			A / C / I / T
▪ Establish and maintain both verbal and written communication with people on routine and operational matters	✓		
▪ Provide and receive confidential client information of a sensitive and often complex nature	✓		
▪ Able to communicate in a sensitive and reassuring manner including a willingness to share personal story of recovery from mental illness with service users	✓		
▪ Report regularly to the Supervisor and wider team, in meetings and reviews, on progress with clients personally working with	✓		
▪ Liaise with other teams and services including external agencies to promote activities for individuals in their communities	✓		
Analytical & Judgement skills			A / C / I / T
▪ Assist in routine assessment tasks related to individual's wellbeing and recovery	✓		
▪ Ability to be creative in finding solutions	✓		
▪ Collect, collate and report routine and simple data and information	✓		
Planning & Organisational skills			A / C / I / T
▪ Assist in planning and delivering activities to meet people's wellbeing and recovery needs	✓		
▪ Ability to prioritise workload with support	✓		
People Management/Leadership/Resources			A / C / I / T
▪ Assist in maintaining own and others' health, safety and security	✓		
▪ Monitor and maintain physical and/or financial resources for a work area	✓		
IT skills			A / C / I / T
▪ Ability to use basic computer skills to collect, collate and report daily on clients' progress	✓		
Physical skills			A / C / I / T
▪ Able to support individuals in their personal activity recovery needs, which can include supporting them in their creative and physical activities within the service or in community settings	✓		
▪ Additional technical skills able to be used with individuals, eg gardening, cooking, art or sport		✓	
▪ Fit to undertake any duties related to the role	✓		

	Essential	Desirable	Evidenced by
including interventions for the management of violence and aggression			
Abilities			
Mental Effort			A / C / I / T
▪ Ability to deal with a range of clients presenting with mental health difficulties, their supporters and the clinical team on a daily basis	√		
▪ Ability to be able to deal with conflicting demands in an unpredictable work pattern	√		
▪ Ability to work flexibly and adapt to each person as appropriate to their needs in a variety of settings	√		
Emotional Effort			A / C / I / T
▪ Ability to deal directly with distressing or emotional circumstances when they arise	√		
Working Conditions			A / C / I / T
▪ Ability to work in a variety of settings dependent on client need, including the community, which may include occasional unpleasant working conditions	√		

D – APPROACH/VALUES			
• Demonstrate support for the values and beliefs of the Care Group and those of the Trust working in a recovery orientated way, promoting social inclusion and challenging stigma	√		I
• Promote principles of peer supported recovery and self-managed care	√		
• Able to use own recovery story to benefit others where appropriate	√		
• Demonstrate an understanding of the practices of Human Rights in the delivery of this role	√		
• Team working	√		I
• Ability to travel across sites in good time	√		I
• Punctual and flexible across hours of work when required	√		I

To be evidenced by key: *A – Application   C - Certificate   I – Interview   T – Test*

Approved by

Name

Post holder

Approved

Manager   **Date**