

## JOB DESCRIPTION

**Job Title: YOUNG PERSON TRANSITION PEER SUPPORT WORKER**

**Reports to (post title):** Young person transition practitioner Lead

**Role Purpose:**

Transition from child to adulthood is a complex struggle for many young people, during this time multiple changes are happening all at once. Changes in education, employment, housing, relationships, social and emotional expectations of self and from others. Thus, causing increased anxiety and uncertainty, for both young people and their families/carers.

Young people experiencing mental distress can feel, isolated, debilitated, confused and out of control finding this unendurable. Surviving and thriving can be very challenging, especially in communities that exclude or stigmatise mental health experiences. Employees working in any position within Nottinghamshire Healthcare NHS Foundation Trust can support peoples' personal recovery by holding hope that recovery is possible for everybody, enabling people to take control of their own lives and creating opportunities for people to learn and grow in their recovery, while remembering the courage that recovery requires. By investing in our own recoveries and, where possible, sharing these with others, we can build relationships based on shared humanity and belief in our own and others' potential.

The role of young person transition peer support worker has been developed specifically for people who have lived experience of transition from child to adult services who have lived experience of mental distress.

Peer support workers use their experiences to offer empathy and understanding to others, inspiring hope and belief that recovery is possible. In this role, the peer worker will offer peer support alongside practical assistance to help people feel in control of their lives and their own unique recovery process. Within a relationship of mutuality and information sharing, they will promote choice, self-determination and opportunities for the fulfilment of socially valued roles and connection to local communities.

The PSW will act as a recovery champion within the team and an ambassador of recovery for the Trust with external agencies and partner organisations. Peer workers will also be expected to invest in their own personal and professional development as well as supporting ongoing development of peer roles in the Trust.

To work as part of the wider multi-disciplinary Community, in both Child and Adolescent Mental Health and Adult mental health teams to enhance the mental and emotional well-being of young people as they transition from child to adult services within Nottinghamshire.

**Role Context:**

The Peer Support Worker (Young person transitions hub) will be required to work as part of a multi-disciplinary team supporting transitions from child to adult services. The focus will be on service-user engagement and building and maintaining strong relationships with young people. The post holder will create links between the service user and Community professionals, enhancing the young person transition experience, from the point of access ensuring that service users are at the heart of all communications. Peer Support Worker will use their relationship with the young person so to assist in overcoming barriers to access.

As a new role, the post-holder will be required to participate in shaping and developing the peer support approach within the young person transition hub mental Health Services in Nottinghamshire.

Key Accountabilities	Performance Measures
<p><b>Working Practice</b></p> <p>To establish supportive and respectful relationships with people using Child and Adolescent Mental Health Services who are transitioning to adult services based on shared experience.</p> <p>To share personal experiences of recovery and coping to build connection and inform support.</p> <p>To use active listening skills to help young people develop self-understanding and identify their personal recovery goals.</p> <p>To support young people in achieving goals that they have identified for themselves.</p> <p>To establish and define the peer support role within Child and Adolescent Mental Health including ways of working and optimal procedures for supporting transitions and engagement.</p> <p>To offer a first contact to young people transitioning to adult services and to provide information regards what to expect</p> <p>Assist young people to identify barriers to access and support them in overcoming these so to prevent non-attendance of appointments.</p> <p>To offer to accompany to first face to face appointments with the service if requested.</p> <p>Liaise with Community CAMHS and AMH staff to promote better engagement for individuals.</p> <p>To offer relationships built on acceptance, empathy and trust both to children and young people and to their wider family networks.</p> <p>To draw on personal experiences and a range of coping, self-help and self-management skills</p> <p>To model personal responsibility, self-awareness and self-belief, self-advocacy and hopefulness</p> <p>To signpost to various resources, opportunities and activities within the trust and in communities to promote choice and</p>	<p>Appropriate professional standards are met.</p>

<p>informed decision-making.</p> <p>To, young people and families to appointments/meetings/activities to perform a range of practical tasks/offer advocacy aligned with their recovery plan.</p> <p>To raise awareness of recovery amongst Trust staff by modelling positive, strengths-based, non-discriminatory, non-jargon, non-medicalised language in all areas of work</p> <p>To support the team in promoting a recovery orientated environment by identifying recovery focussed activities and imparting information and education as required.</p> <p>Be actively involved in the continued development of peer support within the Trust.</p> <p>To abide by the PSW Code of Conduct, so that the central focus of work, inspiring recovery, is not compromised in any way.</p> <p>To act as an ambassador for the Trust with external agencies and partner organisations</p> <p>To maintain strengths focused clinical records.</p> <p><b>Education and Development</b></p> <p>Attend and complete agreed Trust induction programme.</p> <p>Attend Trust Peer Support Worker Training Programme</p> <p>To identify personal development needs in conjunction with clinical/managerial supervisor.</p> <p>Work to standards that equate to NVQ Level 3 Care Standards, undertaking further training as necessary.</p> <p>To participate in mandatory training as required including peer and recovery focussed supervision.</p> <p>Maintain a working knowledge of current trends in child and adolescent mental health, recovery and peer support by reading books, journals and accessing peer support networks.</p> <p><b>Health and Safety</b></p> <p>To work within Health and Safety policies in accordance with Nottinghamshire Healthcare NHS Trust</p> <p><b>Policies and Procedures</b></p>	<p>Personal development and training targets are met.</p> <p>Participation in Personal Development Appraisals</p> <p>Health and Safety Practices are adhered to.</p> <p>Policies and Procedures are adhered to.</p> <p>Risk Assessments and safety plans are implemented efficiently and effectively</p>
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<p>The duties and responsibilities of the post will be undertaken in accordance with the Policies and Procedures of Nottinghamshire Healthcare NHS Trust</p> <p><b>Risk</b></p> <p>To assist in risk assessments with multi-disciplinary staff, highlighting any changes in the child/young person's behaviour relevant to their safety plan and feedback accordingly</p>	
<b>Dimensions</b>	
<p>As a core member of the multi-disciplinary team, the PSW will work alongside an agreed number of service users on a 1:1 or group basis. The PSW will contribute to supporting and embedding recovery values within the service setting. Reporting directly to the team leader and under the professional supervision of senior staff, the PSW will be responsible for supporting transitions between services and departments as agreed within the peer relationships. The PSW will also access ongoing peer supervision and peer support development opportunities to continue to refresh and develop peer approaches.</p>	
<b>Safeguarding</b>	
<p>All employees are responsible for taking all reasonable measures to ensure that the risks of harm to children and vulnerable adults are minimised. They should take all appropriate actions to address concerns, working to agreed local policies and procedures including the guidance on Safeguarding, in partnership with other relevant agencies. This includes accessing appropriate training, advice and support.</p>	
<b>Disclosure and Barring Services</b>	
<p>Where this post meets the definition of 'Regulated activity' as defined in Safeguarding Groups &amp; Freedoms of Protections, the post will be subject to a DBS Disclosure check at the point of recruitment and thereafter, as the Trust determines appropriate.</p>	
<b>Infection Control</b>	
<p>All employees of Nottinghamshire Healthcare NHS Foundation Trust have an individual responsibility to have knowledge of and employ the basic principles of infection prevention and control practice. All employees must comply with Infection Prevention and control mandatory training requirements specific to their role.</p>	
<b>Equality &amp; Diversity</b>	
<p>All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation.</p>	

## **Communication**

To be able to communicate in an honest and compassionate way with staff members, people using mental health services and their loved ones.

To be able to share personal experiences of recovery using positive language, in a way that feels safe for themselves and for the person hearing it.

Excellent written, verbal and non-verbal communication skills

To communicate effectively with a range of service users, carers, professionals and agencies

Receiving highly complex and sensitive information

Ability to develop and maintain sound working relationships with all members of the multi-disciplinary teams.

To be aware of professional roles within the therapeutic relationship

Willingness to use the Trust IT systems.

Professional in appearance and behaviour

Able to manage conflict and to help other to do so.

Good team working skills.

## **Knowledge, Training and Experience**

- To have lived experience of mental health problems as a young person
- To have experience of recovery
- To have experience of being in a supportive and enabling role
- To be computer literate in Microsoft Office
- Ability to share personal story of recovery in a professional manner.
- Ability to assist people to set personal development goals and identify early warning signs and triggers.
- Ability and willingness to reflect on work practice and be open to constructive feedback.
- Ability to work in an enabling and creative way.
- Willingness to support people with a range of needs to meet their recovery goals.
- Ability to manage stress and to plan and prioritise workload.
- Ability to carry out practical tasks.
- Ability to maintain a healthy home/work life balance.
- High level of self-awareness – ability to critically appraise own performance.
- Critical thinker
- Understanding and practical knowledge of recovery
- Understanding of the issues and concerns of mental health service users
- Knowledge and commitment to service user rights
- Understanding of the impact of stigma and discrimination

- Knowledge of Mental Health Legislation
- Knowledge of local policies and procedures in respect of safeguarding children and the protection of vulnerable adults
- Able to organise and plan own work activities.
- NVQ3 or equivalent level of knowledge training and experience

#### **Freedom to Act**

Accountable for own actions, rarely directly supervised but action plans to be formulated with senior staff.

Worker within specialist field.

Working within policies and procedures of Nottinghamshire Healthcare NHS Foundation Trust

#### **Physical Effort**

In frequent requirement for movement and handling of objects. Need to travel within service area as required.

#### **Mental Effort**

The post holder will be expected to use IT equipment to record clinical interactions.

#### **Emotional Effort**

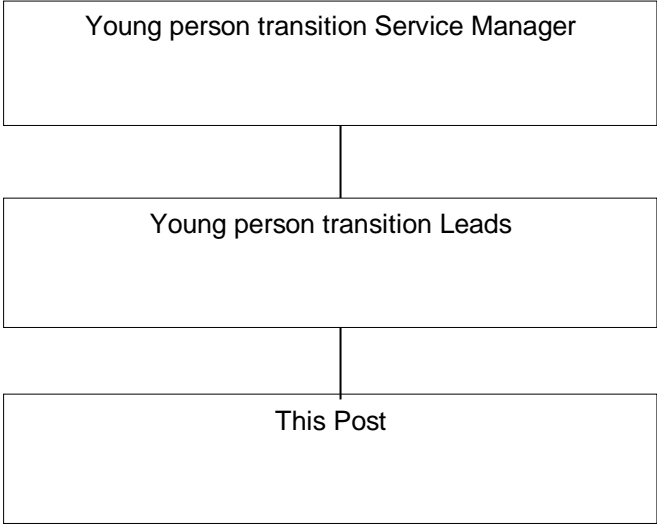
The post holder will be expected to deal with children and young people with emotional and mental health problems which can require considerable emotional effort. They may come across children and young people who have been or are at risk of abuse. The role is emotionally demanding due to the nature of distress experienced by the service user and the workers own lived experience.

#### **Working Conditions**

Due to the post holder working within the community setting, they may encounter.

- Inclement weather
- Excessive temperatures
- Unpleasant smells/odours, unpleasant substances/non-household waste
- Working in isolation
- Driving/being driven in normal situations
- Aggressive behavior

#### **Organisation Chart**



**Signatures**

After reviewing the questionnaire, please sign to confirm agreement

Post holder:	Date:
Line Manager:	Date:
Next level Manager:	Date: