

JOB DESCRIPTION

April 2024

POST TITLE: Peer Support Worker

TEAM: Ascend; Sexual Abuse Recovery Service

LOCATION: To cover all South Teams within Staffordshire and Stoke-on-Trent Talking Therapies. (Stafford, Cannock, Seisdon, Tamworth, Burton)

BASE: Cannock, High Green Court

BAND: 2

REPORTS TO: Ascend Educational Lead

ACCOUNTABLE TO: Principle Clinical Psychologist for the Pathway

RESPONSIBLE FOR:

Direct working 1:1 and in group setting with service users to actively support recovery. Working as a member of the Pathfinder Service, in close liaison with specialist VCSE (Voluntary, Community and Social Enterprise) sector services that support victims of sexual assault and abuse.

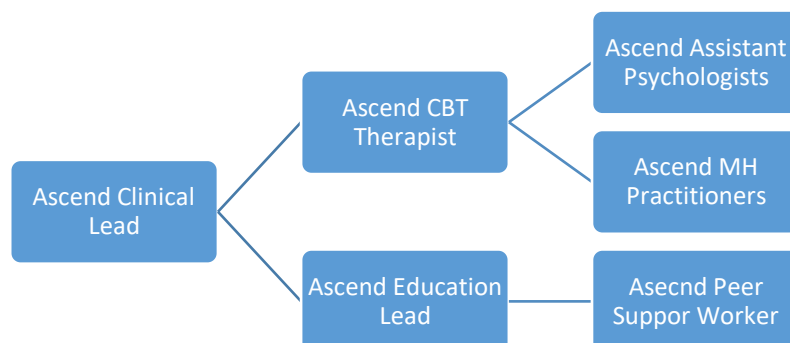
Co-delivery of education and training that raises awareness across wider services of the support needs of victims, with the support of the Education Lead.

Draw on lived experiences to bring hope and raise aspirations to support positive outcomes for victims. Encourage and inspire a recovery focused approach.

WORKING RELATIONSHIPS:

INTERNAL: Service users, carers, relatives. TT team members, support services i.e. Facilities and Estates and HR, other teams and individuals across the Trust.

ORGANISATIONAL CHART:



JOB SUMMARY

Peer support is based on the recognition that there is no better person to support the path towards recovery than someone who has walked the same path as that individual. Within the Ascend service model this role will be required to carry out direct work with victims of sexual assault and violence but will also support delivery of education and training to professionals, alongside the Education Lead for the service.

The Peer Support Worker will provide formalised peer support and practical assistance to service users in order for them to regain control over their lives and their own unique recovery process. The Peer Support Worker will come alongside a service user through their recovery journey and assist them when aspiring and considering the initial steps on their recovery journey.

Peer Support Workers work as part of the Ascend Team so will require close working with other colleagues within the team. Peer Support Workers engage with Ascend service users to show empathy, share experience, inspire hope and promote recovery with the aim of assisting service users to gain and maintain independence in the community. The Peer Support Worker will assist service users in raising aspirations and developing personal goals, with the aim to be supported and increase further social capital.

KEY RESPONSIBILITIES & DUTIES

- To establish a supportive and respectful relationship with service users, sharing own narratives to raise aspirations.
- To work via 1:1 and group sessions to support the delivery of the Ascend Service, under the supervision of the education lead. .
- To help individuals to consider positive outcomes and identify their own achievable and meaningful recovery goals.
- Draw upon own lived experience to inspire hope, model self-awareness and facilitate service users in developing their own resourcefulness for managing their health and wellbeing.
- Facilitate access to community groups and networks that enable participation in activities, to maximise service user's opportunities for socially valued roles and positive identity.
- Ensure that service user's peer recovery goals are integrated into the wider support plan for an individual receiving support within the Ascend Service.
- To attend and participate in multi-disciplinary team meetings.
- To work under the regular supervision of the supervisor and guidance of other professional colleagues across the Ascend team but VCSE specialist service providers.
- To participate within Trust peer training and peer working networks.
- To actively take responsibility for own health and wellbeing through working upon own wellness plan/advanced statement and discussing/reviewing within supervision as necessary.
- To be willing to develop self through specialist training opportunities, relevant to Ascend, as agreed with team supervisor.
- To ensure that all duties are carried out to the highest standard and in accordance with currently quality initiatives within the work area.
- To undertake other duties as may be required suitable to the banding of the post.

System and Equipment

- Use of IAPTus to enter clinical notes/appointments to Trust standards.
- Use ESR/LMS to update annual leave and booking training.

Decisions and Judgements

- To work within clear guidelines and processes but will have some limited autonomy to plan and prioritise own work.

Communication and relationships

- Central to role as described in key responsibilities.

Physical demands of the job

- Ability to travel to and with service users for purpose of role.

Most challenging / difficult parts of the job

- Mental effort - Concentration required to be able to focus on service user need for prolonged periods.
- Emotional effort - Regular exposure to distressing or emotional circumstances
- Responsibility for patient/ client care - Key to role as described within key responsibilities above.

Responsibility for Financial and Physical

- Observes personal duty of care in relation to equipment and resources used in course of work.

Responsibility for Policy/ Service Development

- Follows policies in own role

Responsibility for HR

- Demonstrates own activities to new or less experienced employees.

Responsibility for Research and Development

- Complete surveys as required e.g. staff survey

Specialist / technical requirements

- Lived experience as a service user

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JOB STATEMENT

Infection Control

Maintain an up to date awareness of the infection control precautions relevant to your area of work and implement these in practice. As a minimum, this must include hand hygiene, the use of personal protective equipment, the use and disposal of sharps and communicating the importance to service users, prison staff and other health care staff you are working with. Details of the precautions and sources of advice and support to assess and manage infection control risks are provided through mandatory training which all staff must attend at intervals defined in the Trust policy on mandatory training and can be found in the Trust's infection control policies and national guidance, such as that published by NICE.

Learning and Development

As an employee of the Trust, you have a responsibility to participate, promote and support others in undertaking learning and development activities. This includes a proactive approach to ensuring you meet the statutory / mandatory training requirements of your role, and engaging in KSF appraisal processes in line with Trust policy and guidance.

Health and Safety

As an employee of the trust you have a responsibility to abide by the safety practices and codes authorised by the trust. You have an equal responsibility with management, for maintaining safe working practices for the health and safety of yourself and others.

Constitution, Competence and Capability

As an employee of the Trust you have a responsibility to promote and abide by the rights and responsibilities outlined in the NHS Constitution. You are additionally expected to adhere to Organisational / National / Regulatory Codes of Practice relevant to the role you are employed to undertake. At all times it is expected that you will limit the scope of your practice to your acquired level of competence and capability.

Dignity at Work Statement

NHS Midlands Partnership University Foundation Trust is committed to treating all of our staff with dignity and respect. You are responsible for behaving in a way that is consistent with the aims of our Equality and Diversity Policy. This includes not discriminating unfairly in any area of your work and not harassing or otherwise intimidating other members of staff.

Safeguarding Children and Vulnerable Adults

All Trust employees are required to act in such a way that at all times safeguards (and promotes) the health and well-being of children and vulnerable adults. Familiarisation with and adherence to Trust Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training.

<ul style="list-style-type: none"> • Able to relate to a wide range of people, with excellent interpersonal skills • Ability or capability to learn IT and literacy skills to the standard required for clinical record keeping • Professional in behaviour and appearance • Able to manage conflict and to help others do so • Self-awareness and ability to question self and effectively reflect on practice • Reliable, flexible and good team member. • Able to manage stress and to plan and prioritise workload • Able to use own lived experience to the benefit of those using the service and the advancement of the team • Able to acknowledge service users' unique experience and to support them finding their own recovery path • Able to use supervision and guidance from colleagues appropriately • Ability to effectively appraise where need to seek advice and guidance and willingness and ability to do so • Capability to travel as appropriate in working with service users • Able to take personal responsibility for own healthcare, willing to discuss, review and seek support appropriately. • Have an awareness of the Individual Placement Support model when supporting service users into employment. 			
<p>Ability to demonstrate the positive application of our behaviours</p>	<ul style="list-style-type: none"> • Respectful • Honest and trustworthy • Caring and Compassionate • Taking the time to talk and listen • Working together and leading by example 		

JOB HOLDER	SIGNATURE
	DATE
MANAGER	SIGNATURE
	DATE

**From IAPT to
NHS Talking Therapies:**


**Staffordshire and Stoke-on-Trent
Talking Therapies**



for anxiety and depression