



Birmingham and Solihull **NHS**
Mental Health NHS Foundation Trust

Anawim – Women Working Together

Job Description

Job Title: Female Peer Support Worker

- **Schedule 9, Paragraph 1 of the Equality Act 2010 applies.**
- **This post is exempted from Rehabilitation of Offenders act 1974**
- **Fixed term contract to March 2022**
- **Two roles available**

Location: Anawim Women's Centre, Ardenleigh Women's Secure Blended Service and community settings

Grade: 18-21 SCP

Salary: £19,363- £21,344 per annum (pro rata)

Hours: 16 Hours per week

Responsible to: Service Manager for Mental Health and Wellbeing

Project Aim:

An exciting opportunity has arisen a Female Peer Support Workers to be part of a tailored pilot project in partnership with Ardenleigh Secure Women's Blended Service and Anawim Women's Centre, aiming to improve women's experiences of secure care, reduce length of stay in hospital as well as preventing women in the community from spiralling and entering such a facility in the first place. This pilot is an extension of an already established 'through the hospital door' project run collaboratively for the last few years.



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The team at Anawim will include 2 x mental health caseworkers, a number of enhancement workers, 1 x family carer peer support worker along with the peer support roles.

Anawim is an award winning women's centre based in Balsall Heath, originally founded in 1986 to support the needs of sex workers in the area. It is now a thriving one stop shop for women with multiple and complex needs addressing a variety of trauma related difficulties such as homelessness, substance misuse, offending behaviour and mental health problems working with women in the community and in prison also. Anawim is passionate about women working together for women and we are keen for more women who share this passion to join our team.

Reach Out Recovery and NHS England have established Ardenleigh as one of three secure facilities in the country to pilot the new and innovative Women's Blended Service to offer women a step down approach from acute to rehabilitative care and in to the community, ensuring this transition is as smooth and supported as possible. Ardenleigh has 3 wards, 2 x acute 8 bed wards and 1 x 14 bed rehabilitative ward. Ardenleigh is undergoing extensive changes and redevelopments in order to incorporate fully the ethos of the Blended Service and ensuring women have a well thought out and developed transition from secure care in to the community. The Peer Support Workers will very much be part of this change.

Job Purpose:

You will use your lived experience of mental health issues to engage, encourage and support service users experiencing mental health issues by;

- Developing their understanding of recovery
- Helping to motivate them towards reintegration and rehabilitation
- Modelling your own recovery process, demonstrating coping skills, based on your own lived experience of secure forensic mental health services.
- Having due regard for confidentiality and Data Protection legislation at all times.

You will be involved in the planning and evaluation of the service, supporting service users to have a good level of involvement also.

Key tasks:



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1. Support the service users at Ardenleigh Secure Women's Blended Service to prepare for release, maintain family ties, learn skills which will aid reintegration and rehabilitation, and liaise closely with the Ardenleigh forensic team for women.
2. Provide recovery focused, person centred support to enable service users with mental health needs to live as independently as possible within the community.
3. To act as a role model to service users to inspire hope, share life experiences and lessons learned.
4. Participate in meetings and training appropriate to the role.
5. Work and contribute as a member of the multi-agency team in a proactive, supportive manner recognising the differing skills and roles it contains to aid the service user in their recovery. Co-operate fully with the regime of Ardenleigh and always be mindful of security issues.
6. Help service users to overcome any barriers, offering support and appropriate advice, which will include supporting service users who may have complexity and practical issues, such as debt, housing, social interaction and isolation.
7. To support service users to prepare for meetings regarding their care e.g. assessments, meetings etc.
8. To help service users to access information on health promotion, mental and physical wellbeing.
9. Report concerns about service users and those whose needs are not being met by the service to ward manager/line manager.

- 10.** Work collaboratively with the other agencies within the establishment referring women as necessary.
- 11.** To accompany service users to appointments, therapeutic or social community based activities as appropriate.
- 12.** To provide lived experience expertise and insight to Ardenleigh colleagues as part of multi-disciplinary team working
- 13.** To engage in and enable service users to participate in co-production activities – for example, Recovery College, and experts by experience activities
- 14.** Work safely and comply with health and safety instructions and information.
- 15.** Undertake appropriate safety training as required.
- 16.** To respect people's differences, and to actively encourage equality of opportunity in all areas of ones work.
- 17.** To adhere to Trust policies, procedures, protocols and guidelines at all times, in particular Trust confidentiality and information policy.
- 18.** To work with agreed professional boundaries at all times. Be responsible for record keeping in accordance with client and project confidentiality.
- 19.** To make use of regular supervision and support.



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- 20.** Undertake additional duties within the overall running of the Anawim project as may be identified in consultation with the manager and team.

- 21.** Ensure that health and safety responsibilities are carried out in accordance with the hospital's Health and Safety policy and procedures.



PERSON SPECIFICATION

Job Title: Peer Support Worker

Location: Anawim - Ardenleigh

| Criteria | Essential | Desirable | Method of Assessment |
|---------------------------------|---|---|----------------------|
| Knowledge and Experience | <p>Have an understanding/ lived experience of supporting women with multiple and complex needs (e.g. in Drug or mental health team, hospitals, prisons, therapeutic environments, women's centres, Social Services etc.)</p> <p>Lived experience of secondary mental health services</p> <p>Understanding of Safeguarding issues</p> <p>Knowledge of mental health issues and personality disorders</p> <p>Knowledge and understanding of risk of violence, self-harm and ability to mitigate</p> <p>Good understanding of diversity, culturally sensitive, informed and inclusive</p> <p>Effectively handle highly stressful and emotional situations, e.g. women in crises, making good decisions, working calmly and efficiently whilst supporting others</p> <p>Understanding the importance of service user's recovery process</p> | <p>Experience of working in secure units/wards</p> <p>Experience of substance misuse/ substance misuse services.</p> <p>Experience of using a wide range of self-management techniques or recovery tools</p> <p>Understanding of the service delivery goals of the care pathway</p> | A,I,R |
| Skills and abilities | <p>Able to use own lived experience of mental health issues in an appropriate and sensitive way to support service users in their recovery</p> | <p>Able to work independently</p> <p>Ability to manage own time effectively</p> | A,I,R |

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| | <p>Able to use lived experience to contribute to knowledge and understanding of Aredenleigh colleagues</p> <p>Excellent interpersonal, communication and listening skills</p> <p>Ability to liaise effectively, problem solve, think creatively and work in an enabling way.</p> <p>Establishing and maintaining rapport</p> <p>Motivating others/empathic/develop confidence and self-esteem</p> <p>Helping others to realistic goals</p> <p>Time Management</p> <p>Ability to sensitively interview women on their experiences</p> <p>Managing self-disclosure</p> <p>Assessing and evaluating problems</p> <p>Able to work as a member of the team and share information</p> <p>Understanding of the need for confidentiality and exercising professional boundaries</p> <p>Good organisational skills</p> <p>Ability to produce reports and case studies & meet outcomes on time</p> | <p>Computer literate in Microsoft word, Excel, Internet Explorer, Outlook etc.</p> <p>Ability to organise group and individual activities</p> <p>Willingness to undertake further training</p> <p>Networking skills</p> | |
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| | <p>Ability to manage stress and to plan and prioritise workload</p> <p>Ability to input data into database systems accurately.</p> | | |
| Other | <p>Calm, friendly and approachable disposition</p> <p>Empathic</p> <p>Non-Judgemental attitude to service users</p> | | A,I |
| Commitment | <p>Flexibility and a willingness to work evenings and weekends</p> <p>Willingness to work in different locations if required</p> <p>Exercising professional boundaries</p> <p>Enhanced Disclosure from the DBS.</p> | | A,I |

Method of Assessment: A = Application Form D = Documentation I = Interview
T = Test/Exercise P = Presentation R = Ref

Personal qualities



Patient
Kind
Non judgemental
Honest
Open
Encouraging
Good sense of humour
Consistent
Trustworthy
Supportive
Emotional maturity & resilience