

Job Description

- *This post is exempted from Rehabilitation of Offenders act 1974*
- *Schedule 9, Paragraph 1 of the Equality Act 2010 applies.*
- *2 year fixed term contract*

Job Title: Peer Support Worker

Location: Ardenleigh Hospital, Birmingham, B24 9SA

Grade: Anawim Scale Point (ASP) 21 – 24

Salary: £12-£12.95 per hour

Hours: 16 hours per week on a rolling rota basis

Responsible to: Secure Services Manager

From our Birmingham centre, Anawim provides trauma informed services including holistic support and advocacy to enable women to reach their potential

Our Vision statement:

A world where women are safe, free, valued and equal members of society.

Our Values:

*Anawim believes in the intrinsic **value** of every person and **welcomes** each women **without judgement**
We are deeply committed to **listening** to our women and building services around their **needs**
We **help** women to navigate the complex challenges they are facing and we do all that we can to **support** them for as long as they needs us
Anawim **empowers** women to make positive changes to turn their lives around, helping them, one step at a time – to become **independent**
We **want the best** for our women and to make sure their basic needs are met. We **won't rest** until we've done all we can to keep them **safe**.*

Project Aim:

An exciting opportunity has arisen for a Peer Support Worker to be part of a tailored project in partnership with Ardenleigh Secure Women's Blended Service and Anawim – Birmingham's

Centre for Women. The project aims to improve women's experiences of secure care, reduce length of stay in hospital and offer support into the community.

The team at Anawim is based at Ardenleigh Hospital which has 3 wards, 2 x acute 8 bed wards and 1 x 14 bed rehabilitative ward. The team includes a Coordinator, Mental Health Caseworker, 3 x Peer Support Workers and a number of Enhancement Workers.

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.
- Always having due regard for confidentiality and Data Protection legislation.

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:

1. Support the service users at Ardenleigh Secure Women's Blended Service to prepare for discharge, 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 pertaining to their recovery and support them in identifying appropriate ways of conquering barriers around areas such as social interaction and isolation.
7. To support service users to prepare for meetings regarding their care e.g. assessments, meetings, clinical team meetings, should they require support etc.
8. To help service users to access information on recovery focus opportunities that they will enhance their physical and mental 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 one's 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.
- 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: 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 center's, 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 use lived experience to contribute to knowledge and understanding of Ardenleigh colleagues</p> <p>Excellent interpersonal, communication and listening skills</p>	<p>Able to work independently</p> <p>Ability to manage own time effectively</p> <p>Computer literate in Microsoft word, Excel, Internet Explorer, Outlook etc.</p>	A,I,R

	<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>Ability to manage stress and to plan and prioritise workload</p> <p>Ability to input data into database systems accurately.</p>	<p>Ability to organise group and individual activities</p> <p>Willingness to undertake further training</p> <p>Networking skills</p>	
<p>Other</p>	<p>Calm, friendly, and approachable disposition</p> <p>Empathic</p> <p>Non-judgmental attitude to service users</p> <p>Patient</p> <p>Kind</p> <p>Honest</p> <p>Open</p> <p>Encouraging</p>		<p>A,D, I, R</p>

	<p>Good sense of humour</p> <p>Consistent</p> <p>Trustworthy</p> <p>Supportive</p> <p>Emotional maturity & resilience</p> <p>Enhanced Disclosure from the Criminal Records Bureau. (Requested by FHS if appointed)</p>		
Commitment	To respect the core values and beliefs of the Project and its Founding partners.		I

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