

**Job Description**

**Peer Support Coach**

**Living Well Tameside**

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| Responsible to | Team Leader |
| Salary | £23,893 per annum NJC scale point 6 |
| Hours per week | 35 |
| Annual Leave per annum | 25 (rising to 30 days after 5 years) |
| Based In | Tameside and Glossop |
| Contract | Fixed Term Contact until 31st March 2025 (view to extend to permanent) |
| Level of DBS check | Enhanced with check of adults barred list |

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| Main aims of the post |
| The Living Well Tameside peer support coach will provide support and recovery guidance to individuals experiencing common mental health conditions, using their own life experience of mental distress and recovery as a template.  The post holder will:   * Deliver a range of peer coaching one-to-one or group interventions. * Support events within the community. * Promote the service, and where necessary generate referrals. * Work collaboratively to deliver holistic support with other members of the service from a range of partner organisations.   The pathway will provide peer support and coaching within the primary care service working to compliment other Living Well mental health pathways, and work alongside other mental health practitioners such as mental health navigators, senior mental health practitioners and therapists. The peer support coaching may also be delivered as a standalone intervention aiding individuals to identify and access support and activities within the community setting.  The post holder will take a recovery approach to mental wellbeing (i.e. that people can gain the understanding and skills to live well with and beyond a mental health issue). |

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| Main duties of the post |
| 1. To work with a variety of individuals in one to one and group settings |
| 1. To use a range of peer support coaching interventions, and evidence-based tools and techniques to undertake assessments & goal setting and support sessions |
| 1. To use personal life experience of mental health issues in an intentional and boundaried way to provide insight and motivational support in achieving recovery goals |
| 1. To establish trusting and supportive relationships which assist people to overcome fears about, or barriers to, improving their mental health |
| 1. To model a Personal Recovery approach to mental health through demonstrating personal responsibility, self-care, belief in positive change & hopefulness for the future |
| 1. To assist participants to access a range of other services and/or community activities of their choice to support their mental wellbeing, including providing information, accompanying participants to meetings/appointments, assisting with therapy-based activities between appointments. |
| 1. To collate and analyse performance data as necessary |
| 1. To develop effective relationships with a range of external organisations and agencies |
| 1. To promote the service and the peer support approach to communities and agencies as appropriate |
| 1. To keep accurate and up to date records of participants records |
| 1. To ensure quality standards are adhered to and met and that audits are passed |
| 1. To ensure all statutory responsibilities are followed and reported as required |

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| General work-related expectations |
| 1. To work within the Big Life group’s values ethos and vision |
| 1. To contribute to the development of the Big Life group |
| 1. To work in accordance with all policies and procedures of the Big Life group, particularly (but not exclusively) Health and Safety; Information Governance and Safeguarding |
| 1. To commit to own personal development and attend training or development activities as required |
| 1. To work in accordance with all relevant legislation |
| 1. To undergo regular supervision and at least an annual appraisal |
| 1. To undertake any other duties as required, and as appropriate to the post |



**Person Specification**

**Peer Support Worker**

**Living Well Tameside**

The successful candidate must be able to demonstrate that they meet all the essential points below.

Key – Method of Assessment; A = Application form; I = Interview; T= Test; P= Presentation

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| Area | Essential or Desirable | Method of assessment |
| **1.Experience** |  |  |
| 1. Life experience of mental health problems and personal recovery | E | A/I |
| 1. Experience of working with people facing a range of barriers and social issues | E | A/I |
| 1. Experience of managing a caseload of service users and keeping up to date records using a database | D | A/I |
| 1. Experience of working with individuals (1-2-1) and groups of people in different settings to help them achieve their goals | E | A/I |
| 1. Experience of working with a range of agencies and organisations to develop effective working relationships | E | A/I |
| 1. Experience of paid or unpaid work in the area of mental health or wellbeing | E | A |
| **2.Skills** |  |  |
| 1. High level of self-awareness – the ability to reflect on own practice and to share personal experience in a responsible and boundaried way | E | A/I |
| 1. Ability to assist participants to define and achieve their goals and aspirations | E | A/I |
| 1. Ability to use a database/ability to learn how to use a database to keep accurate records | E | A/I |
| 1. Ability to manage a varied and complex workload effectively | E | A/I |
| 1. Ability to work with staff from a range of agencies and organisations to better integrate services for participants | E | A/I |
| **3.Knowledge** |  |  |
| 1. Knowledge of mental health issues & conditions, and of the challenges and issues that are likely to affect those who experience such difficulties | E | A/I |
| 1. Understanding of Peer Support and Personal Recovery approaches | E | A/I |
| 1. Knowledge of the local area your service is based in (community groups, services available as well as local demographics) | E | A/I |
| **4. Education – qualifications required for this post** |  |  |
| 1. Completion of Peer Support training programme | D | A |
| 1. Ability to integrate training into practice | E | A/I |
| **5. Personal** |  |  |
| 1. Positive and outlook and a ‘can do’ attitude | E | A/I |
| 1. Personal resilience and flexible attitude in the face of difficulties | E | A/I |
| 1. Commitment to working towards the Big Life group’s ethos and values, including having a non-judgemental approach | E | A/I |
| 1. Commitment to personal development and willingness to regularly update skills and experience | E | A/I |