

# Peer Support Worker

Job Description and Person Specification



# Peer Support Worker

<b>Hours</b>	37 hours per week
<b>Salary Scale</b>	Grade 3
<b>Salary</b>	£28,164 per annum
<b>Contract</b>	Fixed Term until 31 <sup>st</sup> of March 2026
<b>Location</b>	Covering Kirklees with travel around Kirklees, to Leeds and throughout West Yorkshire as needed.
<b>Annual Leave</b>	28 days a year plus 8 Statutory holidays, rising to 31 days after 3 years
<b>Pension</b>	3% employer contribution, 5% employee contribution, enhanced by salary exchange
<b>Probationary Period</b>	6 months
<b>Reporting to</b>	Senior Peer Support Worker
<b>DBS Check Level</b>	Enhanced DBS

## Introduction

Leeds Mind is the city's leading mental health charity. We have faith and optimism in our clients and so the services we deliver are built around their needs. We support the people of Leeds and West Yorkshire to discover their own resources to 'recover' from periods of poor mental health, and to live life independently with their mental health condition.

Our values of Being Open, Supportive, Brave, Connected and Resourceful are pivotal to the work we do.

## Purpose of the role

Calderdale, Kirklees, and Wakefield Public Health have commissioned the delivery of a new service to provide individualised, tailored support to individuals aged eighteen and over who have self-harmed and or attempted to take their own life. As a peer support service, we will provide support in a timely manner using problem solving, evidenced based psychosocial

interventions, with a focus on recovery and avoiding further deterioration of the individual's situation. Support will be extended to their social networks as needed, to support the abilities of everyone in the support network to manage emotion, interact effectively, tolerate frustration and distress, identify, and share hope and plan responses to difficulties. This may include providing support to children and young people.

The post holder will be a remote worker, based at different locations offering a range of interventions to people who have self-harmed and or attempted to take their own life. The role will include:

1. **Assessment of need** to identify the appropriate intervention to meet their needs
2. **1.1 support** for up to 6 sessions including practical, advocacy and emotional support
3. **Group support** based on the need of the individual and their support network and will include practical and emotional support

You will carry a caseload of people referred to the service and will need the means to travel across Calderdale, Kirklees, Wakefield and Leeds to carry out this role.

## Main Tasks and Responsibilities

### Service Delivery

1. Undertake assessment of need with people who have been referred into the service
2. To feedback assessment information at regular team meetings, for allocation of people to the most appropriate part of the service
3. Deliver appropriate peer support interventions to caseload of users accessing the service including 1.1 and group support
4. To liaise with other organisations on behalf of the people you are supporting – (e.g. health care providers, housing provider, employer, benefits agency)
5. To make referrals or signpost to other services on behalf of people you are supporting
6. To encourage people you are supporting to complete questionnaires and reviews to ensure the project is compassionate, respectful and effective
7. Travel across Calderdale, Kirklees and Wakefield to deliver a high quality service
8. Develop and maintain positive links with Accident & Emergency departments, including Mental Health Liaison teams across Calderdale, Kirklees and Wakefield and to promote the service

9. To attend national conferences, steering group meetings and networking events as requested.
10. To contribute to the development of publicity and promotion materials

## Organisation

- Participate in 1:1s, performance and development, including Leeds Mind compulsory training programme
- Undertake any staff development and training which is required, to enable the job to be performed in the best possible way
- Attend and participate in service/team meetings
- Work within the framework of Leeds Mind's policies and procedures
- Promote the values, behaviours and ethos of Leeds Mind and Calderdale, Kirklees and Wakefield Public Health
- Promote the possibilities for empowerment of service users
- Demonstrate a commitment to personal development
- Be involved with wider organisation activities
- Undertake any other reasonable duties as and when required

This job description cannot cover every issue or task that may arise within the post at various times and the post-holder will be expected to carry out other duties from time to time which are broadly consistent with those in this document. This job description does not form part of the contract of employment.

It is Leeds Mind's policy to make reasonable adjustments to enable workers with a disability/ disability to undertake the above, including the interview process.

# Person Specification

	Essential	Desirable
Knowledge/ Qualifications	<ul style="list-style-type: none"> <li>• The impact of self-harm and suicide attempts on the individual and their support networks</li> <li>• The principles, philosophy and practical applications of the Peer Support and the Person-Centred Approach</li> <li>• Knowledge and awareness of your own support needs</li> <li>• Safe systems of work</li> <li>• Safeguarding Vulnerable Adults and Children practice</li> <li>• Understanding of different cultures, faiths and identities, or willingness to learn.</li> <li>• Understanding the impact of stigma and discrimination in relation to mental health.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of services in your allocated area of Kirklees.</li> </ul>
Skills/Ability	<ul style="list-style-type: none"> <li>• Ability to use your lived experience to support people</li> <li>• Ability and means to travel across the region, including Leeds, Calderdale, Kirklees, and Wakefield</li> <li>• Excellent organisational, time management and administration skills</li> <li>• Able to work calmly and effectively with people who have self-harmed and or attempted suicide and to sensitively assess risk</li> <li>• Able to refer to appropriate services and liaise effectively with professionals</li> <li>• Able to work as part of a team and to provide support to colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Able to reflect on your own attitudes towards mental health and your own practice</li> <li>• Able to mediate and negotiate both internally and externally</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• <b>Personal experience of self-harm and or suicide attempt/suicidal ideation</b></li> <li>• Experience of supporting people who have self-harmed and or attempted suicide</li> <li>• Experience of supporting people who have experienced trauma and working in a trauma informed way</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with people with mental health conditions</li> <li>• Promotion of services, including use of social media and websites</li> </ul>

	<ul style="list-style-type: none"> <li>• Supporting people by advocating for their needs</li> </ul>	
<b>Behavioural</b>	<ul style="list-style-type: none"> <li>• Understanding of and commitment to the values and work of Leeds Mind and Calderdale, Kirklees and Wakefield Public Health Strategies</li> <li>• Lives our Leeds Mind values every day</li> <li>• Commitment to continuous improvement</li> <li>• Open to change and able to work flexibly in line with the needs of the service/organisation</li> <li>• Commitment to working in partnership with clients, management and staff</li> <li>• Demonstrate a commitment to equality and diversity in the workplace</li> <li>• Commitment to safeguarding clients and others you may meet as part of your role</li> <li>• Commitment to solution focussed working</li> </ul>	