

Senior Peer Support Worker

Job Description and Person Specification



Senior Peer Support Worker

Hours	30 hours per week
Salary Scale	SO1
Salary	£31,056 per annum
Contract	Fixed Term until 31 st of March 2026
Location	Based across Leeds, Calderdale, Kirklees and Wakefield.
Annual Leave	28 days a year plus 8 Statutory holidays, rising to 31 days after 3 years
Pension	3% employer contribution, 5% employee contribution, enhanced by salary exchange
Probationary Period	6 months
Reporting to	Service Lead
DBS Check Level	Enhanced DBS

Introduction

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

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 newly formed 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 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 is 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 includes providing support to children and young people.

The post holder will take a lead role in the continued development, management, and delivery of the service, working closely with Accident & Emergency departments (including Mental Health Liaison teams) across Calderdale, Kirklees, and Wakefield to develop and maintain an effective referral pathway into the service.

This also includes the delivery of front-line support work, caseload management and line management of three remote working Peer Support Workers based at locations across Calderdale, Kirklees, and Wakefield.

Main Tasks and Responsibilities

Service Delivery

1. Deliver appropriate support interventions to a caseload of clients accessing the service including 1 to 1 and group support
2. Line Management of Peer Support Workers
3. Conduct regular one to ones and performance management reviews with staff against agreed objectives and identify training needs to ensure all staff are enabled and supported to deliver high quality support
4. Work closely with referrers across Calderdale, Kirklees and Wakefield to develop, implement and maintain an effective pathway
5. Work closely with the Service Lead to provide leadership and direction for the service
6. Allocate, monitor, and review caseloads in accordance with client and service need
7. Monitor service performance with the Service Lead and produce high quality performance reports as required
8. Contribute to, attend and share co-ordination of team meetings and other relevant meetings
9. Ensure safeguarding, incidents and complaints procedures are correctly followed.
10. Attend national conferences, steering group meetings and networking events as requested.

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

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