**Job Description**

**Our vision: To support our local communities by excelling in everything we do together.**

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| **Job Title:** | Senior Peer Facilitator- Perinatal  |
| Band:  | Band 4 |
| Network:  | Specialist Services Network |
| **Base:**  | Lostock Unit, Chorley |
| AfC Ref:  |  |
| Hours of work:  | 37.5 |

**Our Values**

The values represent what we as an organisation, and the individuals who make up that organisation, are about.

It is our aim that everything we do fits in with, and reinforces, these values:

* *We are always learning*
* *We are respectful*
* *We are kind*
* *We are a team*

Reporting Arrangements:

Managerially accountable to: Service Manager

Professionally accountable to: Service Manager

## Job Summary

The role of the Senior Perinatal Peer Facilitator has been developed specifically for people who have lived experience of recovery from perinatal mental health challenges and experience of personally accessing mental health or psychological therapy services, or experience of caring for a partner experiencing perinatal mental health difficulties. Senior Peer Facilitators will have experience of providing peer support to mental health service users.

As an integral and highly valued member of the perinatal team, the Senior Peer Facilitator will assist in the recruitment, development and mentorship of Peer Facilitator and volunteers, providing co-delivery of comprehensive Trust-wide readiness training and support to clinical teams employing peer facilitators to enhance the delivery of care.

The post holder will work across the perinatal service to ensure peer facilitators and volunteers including partner / carer volunteers are recruited, welcomed and supervised in order to be able to develop in their roles, upholding and promoting a recovery focused approach.

Senior Peer Facilitators will draw upon their own lived experience, embracing the power of storytelling and learning through lived experience. The role will also support co-production initiatives and the co-delivery of perinatal services, signposting and engaging service users and peer facilitators in to wellbeing courses and opportunities whilst adapting existing resources.

The post holder may have direct contact with service users on a one to one basis and in group settings. They will support peer facilitators, service users, their carer’s and supporters to identify aspects of life that give meaning, hope, value and purpose whilst recognising that each individual’s recovery is a distinctive and deeply personal process.

A key feature of the post will be to promote visible recovery by drawing on their own unique lived experience of recovery as a service user or carer, and how the wisdom that comes with this can support others on their personal journey.

They will be required to supervise, co-ordinate, liaise with, mentor and train Band 3 Peer Facilitators and volunteers whilst ensuring clinical team readiness for hosting peer workforce staffing.

They will challenge stigma and be able to show initiative and ability to work independently whilst working within the limits of their competencies without direct day to day supervision.

The post holder will influence and contribute to the development of the Peer Workforce and establish links with other peer facilitators within LSCFT and other agencies.

## Key Relationships

Internal: Service users, families and carers, participation and experience team, perinatal service, operational, clinical and corporate managers, admin and clerical staff, and the communications team

External: Local Authority, ICB & ICS colleagues, VCFSE stakeholders, Commissioners

**Key Responsibilities**

Provide visible leadership and support to peer facilitators and wider inpatient teams in relation to the design and delivery of peer workforce agenda.

Support colleagues in the recruitment, training and supervision of peer facilitators and volunteers

Support the co-production and co-delivery of health, wellbeing and social opportunities that promote personal recovery.

To support the development of standards and networks for peer workforce roles throughout LSCFT

To work with internal and external stakeholders to ensure inclusive access to recovery focussed opportunities that empower our service users to gain control and hope of their health and wellbeing.

Support the development of the Library of Lived Experience to engage staff and service users whilst championing the innovative power of learning from lived experience.

**Department Chart**

Associate Director of Operations



Service Manager



Senior Peer Facilitator



Peer Support Worker

**Communication and Relationship Skills**

Provide and receive complex, sensitive or contentious information. Discuss issues which may be multi-stranded and delicate.

Will be required to overcome barriers to understanding when dealing with service users with complex mental health needs.

To work in close collaboration with the clinical team, service users, colleagues and other professionals, ensuring good clear lines of communication, both written and verbal, are adhered to.

Contribute to care/recovery plans for individual service users. Assist service users to identify and set goals to enable recovery.

Assisting staff in identifying alternative ways of working that are conducive to recovery, lending their unique insight into mental illness and what makes recovery possible.

Establishing supportive relationships with service users, enabling them to maximise their own resources in order to improve their quality of life.

Communicate effectively with patients, carers, visitors, colleagues, third sector organisations and other professionals

Promote awareness and understanding of the role.

**Analytical and Judgmental Skills**

Identify barriers to service user’s experiences within mental health care.

Contribute to identifying, inputting and submitting data that supports reporting of peer activity and outcomes.

Contribute to the development of outcome measures that will monitor improvements in practice.

Be aware of the need to ensure a safe and healthy environment for self and others, including Band 3 Peer Facilitators and volunteers

Will be required to work within the overall parameters of agreed care plans and be required to make judgements about service user’s ability to participate in planned episodes of care and support.

**Planning and Organisational Skills**

Within an agreed schedule of work ensure own time is organised to ensure delegated work is complete. Organise own workload without supervision on a daily basis, able to work under pressure, meet deadlines and be self-motivated.

Required to support Band 3 Peer Facilitators in meeting their work objectives.

Facilitate focus groups with staff and service users.

Contribute towards the planning and delivery of training for staff.

Report actual and anticipated difficulties to the Team Leader and Service Manager.

**Patient/Client Care**

Follows care plan set by service user and a member of the care team.

The post holder will contribute towards supporting service users and staff to consider alternative approaches to recovery during initial assessment when they enter services and throughout their care, treatment and engagement in services.

The post holder will assist people to develop recovery plans including determining ‘problems’, identifying ‘goals’ and setting objectives.

The post holder will facilitate peer support groups and networks.

Establish supportive relationships with service users, providing an opportunity to discuss their beliefs with you and with others who share these beliefs.

Contribute and assist staff in identifying interventions that are conducive to recovery, lending their unique insight into mental illness and what makes recovery possible.

Contribute to the development and inclusion of spiritual activities in both care plans and reviews.

**Responsibilities for Policy and Service Development**

The post holder will be required to comply with organisational and national policies and may be asked to comment on policies or propose changes from time to time.

Adhere to Lancashire and South Cumbria Foundation Trust policies.

Contribute towards the review and development of the Peer Facilitator, volunteers and wider Peer Workforce roles.

**Responsibilities for Finance**

Personal duty of care in relation to equipment and resources.

**Responsibility for Human Resources**

Contribute to the development and delivery of training to address identified staff and service users in recovery.

Participate in training activities and meetings as required.

Participate in regular supervision and Joint Development Reviews in line with Trust policies.

Attend statutory/mandatory training and training that will promote knowledge, skills and understanding in the development of the role.

**Responsibility for Information Resources**

Personally generated information.

Demonstrates proficient ability in the use of IT software and systems e.g. Microsoft Outlook, Word and Excel.

Responsible for data entry and retrieval as required.

Promote Patient and Carer involvement with professional links with the Patient and Carer Involvement Team.

**Research and Development**

The post holder will be required to contribute towards audits and research. Link and network with other user groups.

**Freedom to Act**

The post holder will work within clearly defined operational policies / work plan.

The post holder will be able to organise activities, manages own workload on a daily basis, with objectives agreed with manager.

**Special Conditions:**

As a member of staff you have:

* Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
* A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

* + All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding Children’s Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.
	+ The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
	+ The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."

Promoting Equality and Reducing Inequalities

* To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
* To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.

# Behaviour

The post holder is expected to ensure their behaviours are consistent with our values at all times, we expect you to:

Support the aims and vision of the Trust

* Act with honesty and integrity at all times
* Be a positive ambassador for the Trust
* Demonstrate high standards of personal conduct
* Value and respect colleagues, other members of staff and patients
* Work with others to develop and improve our services
* Uphold the Trust’s commitment to equality and diversity
* Take personal responsibility for their words, deed and actions and the quality of the service they deliver

**Person Specification**

**Our vision: high quality care, in the right place, at the right time, every time.**

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| **Description** | **Essential** | **Desirable** | **Assessment** |
| Education/ Qualifications | Good level of secondary education in Maths and English at GCSE or equivalent levelMinimum of one years’ experience working in a mental health setting or peer roleCompleted a relevant peer support worker training course or commitment to attend appropriate peer support worker training as identified by the service  Excellent written and verbal communication skills Group facilitation skills | Completion of Peer Support Specialist Training  |  |
| Knowledge | Lived experience of perinatal mental health illness and experience of accessing services or experience of caring for a partner experiencing perinatal mental health difficulties. Wide range of life experiences to bring an enabling and positive view of opportunities for othersUnderstanding of the issues and concerns of mental health service users Understanding and practical knowledge of recovery, peer support and coproduction/involvement Awareness of treatment outcomes, recovery tools, care planning, assessment of risk Awareness and understanding of the functions of MDT Understanding of clinical and managerial supervision Knowledge and understanding of the Mental Health Act 1983 amended 2007 | Experience of a person- centred approachExperience of training, teaching, coaching/mentoring othersAppreciation of the community resources within the geographical location of the post and key partners |  |
| Experience | Experience of working in a mental health peer support/ facilitation roleAbility to maintain boundaries and form a positive therapeutic relationship with service users and carers Able to provide practical support with daily living activitiesExperience of liaising with other agencies and partners | Report writing skills Presentation skills Able to speak and understand more than one language |  |
| Personal | Motivated and enthusiasticAdaptable to changeCommitted to equal opportunities Able to work using a non-judgmental mannerContribute to improving the quality of life for service users Honest, trustworthy and reliable Interested in further professional development An understanding and positive regard for the needs and rights of people with mental health problems and their carersAct as a positive role model, dynamic, motivated caring and supportive Ability to work closely and form good working relationships with a wide range of people |  |  |
| Other | Where applicable, ability to meet the mobility requirements of the postAbility to travel across a geographical area and various locations within the trust. Full Driving licence and car driver Ability to work flexibly to meet the needs of the service |  |  |

**EFFORT FACTORS**

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| **PHYSICAL EFFORT**What physical effort is required for the job? | How often? | For how long? | What weight is involved? | Any mechanical aids? |
| A combination of sitting, walking and standing for long periods when at work. Moving furniture and training equipment e.g. projectors, laptops, training materials. Ability to travel to service areas across the Trust. |  |  |  |  |

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| Is the job holders expected to sit / stand in a restricted position? | How often? | For how long? | What activity is involved? |
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| **MENTAL EFFORT** Are there any duties requiring particular concentration? – Please detail. | How often? | For how long? |
| Frequent concentration when engaging with service users, especially on a one to one basis.Awareness that service users may be disturbed by their beliefs and this may lead them to become upset at times which may affect the way they behave.Ability to adapt to receiving frequent interruptions and re-prioritising work task according to client / service need. |  |  |
| Are there any duties of an unpredictable nature? – Please detail. | How often? | For how long? |
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| **EMOTIONAL EFFORT**Does the job involve dealing with any distressing or emotional circumstances? – Please detail. | Direct / Indirect exposure | How often? |
| Frequently working with service users whose mental health problems could be similar to those experienced by the post holder. Using your personal experiences to assist others.Dealing with distressed, anxious and worried service users whose behaviour is challenging on a daily basis.Discussing emotionally sensitive issues.Listening to and discussing distressing life events e.g. abuse, religious belief, trauma. |  |  |
| **WORKING CONDITIONS**Does the job involve exposure to unpleasant working conditions? – Please detail. | How often? |
| Exposure to service users who present with challenging behaviour. Potential exposure to verbal aggression.Potential exposure to physically aggressive behaviour |  |