

Kingston Peer Support Service – Peer Support Worker

Post:	Peer Support Worker for [e.g. Black Asian and Minoritised communities, carers, older people]
Salary:	£26,000 pa
Reporting to:	KREC CEO
Hours:	36 hours per week
Annual Leave:	[26 days off per annum plus statutory holidays]
Location:	Ground Floor Neville House 55 Eden Street Kingston KT1 1BW

Kingston Race and Equalities Council's (KREC) objectives are:

- To work towards the elimination of racial discrimination and associated inequalities
- To promote equality of opportunity and good relations between persons of different racial groups
- To address the Human Rights and needs of all communities

In order to achieve these aims KREC carries out the following main areas of work in furtherance of its public benefit duties:

- Undertakes case work specific to race and associated inequalities
- Supports local stakeholders in developing and monitoring equality policies
- Raising public awareness through educational and cultural events
- Helps to develop and support local ethnic community organisations

KREC has over 40 years of experience as the recognised body in South London for tackling discrimination and hate crime and promoting the message that Race Equality is a human right.

We are experts in the field of Race Equality. KREC is now the only Race and Equalities Council in South London with the specific remit to address discrimination and associated inequalities and we are one of the few Race and Equalities Councils in the UK with expertise on casework.

Job Summary:

To deliver 1-2-1 and group peer support to people experiencing emotional distress and who would benefit from and want to engage with peer support interventions to aid their recovery goals and longer-term wellbeing. The post-holder will be based within Kingston Race and Equalities Council (KREC) and will also signpost to, and support in the delivery of, broader mental health support within KREC

About the Kingston Peer Support Service:

The Kingston Peer Support Service is a collaborative between South West London & St George's Mental Health Trust (SWLSGT) and Kingston-based voluntary sector organisations

to provide peer support to people with severe mental illness (SMI). This is part of SWLSGT's Community Mental Health Transformation Programme (CMHTP).

Peer support offers people experiencing emotional distress with the opportunity to get support from others experiencing similar issues, identifying and achieving goals and aims, making meaningful connections with others and gaining confidence by supporting others. This is delivered through a voluntary sector partnership with Mind in Kingston as the Lead Provider, working with Alfriston Outreach, Kingston Carers Network, Kingston Race & Equalities Council, Staywell and the Working Well Trust.

Each of the partners will focus on a different group, utilising their own specialism and skills, employing Peer Support staff with their own lived experience of mental health issues. The Peer Support staff will work closely together with SWLSGT, the partners and peers and service users with SMI to deliver this service.

Key aims of the role are to:

- Provide a person-centred, strength-based approach that supports an individual to self-identify to set their goals
- Offer time-limited, outcome-focused one to one or group intervention to support personal outcomes so people can live their lives as independently as possible
- Work with partners and local services to promote community inclusion and connectedness, enabling sustainable recovery and support
- Provide practical support to help people access the right services and support based on needs, preferences and the options available

PRINCIPAL TASKS**Delivering Peer Support:**

- Triage of new referrals and offering Black Asian and Minoritised people, a person-centred, holistic wellbeing assessment that identifies their wellbeing goals and develops a holistic wellbeing plan to support and sustain positive mental wellbeing.
- Delivery of short-term one to one, or group peer support sessions with Black Asian and Minoritised people, focussed on talking through their emotional challenges, building coping mechanisms and working together to meet their wellbeing goals.
- Work from a strength based approach focusing on the person themselves and providing non-judgemental support, respecting ethnicity, diversity and their lifestyle choices.
- Supporting access to, and the delivery of, a variety of peer and social support groups, workshops and activities available within KREC and the wider community.
- To monitor the effectiveness of interventions offered through the routine use of outcome monitoring tools reviewed directly with Black Asian and Minoritised people
- To maintain high levels of safeguarding awareness and to respond to risk and safeguarding issues as they arise whilst respecting the Black Asian and Minoritised people's autonomy wherever possible.
- Supporting Black Asian and Minoritised people in identifying how to manage their daily lives and offering key resources to support their wellbeing.

Information, Advice & Support

- Work as part of the wider peer support team, liaising with the Community Mental Health Team, managing new referrals and working in partnership with peer support colleagues in partner agencies
- Provide help to navigate the health and wellbeing system and through person centred approaches to connect into community resources, reduce isolation and improve wellbeing
- Ensure that accurate information and advice is provided about the Kingston Peer Support Service to Black Asian and Minoritised people and the wider community

Outreach & Communications

- Signpost Black Asian and Minoritised people to other local voluntary and statutory services that can benefit their mental and physical wellbeing of Black Asian and Minoritised people
- To take part in any events or meetings organised by the Kingston Peer Support Service to promote and publicise the service
- To promote the service at local events and meetings and via digital channels
- To ensure Black Asian and Minoritised people's voices are always central to service developments and contributing to Black Asian and Minoritised people's participation and engagement activities in the charity

Supervision and Training

- To attend regular clinical supervision with SWLSGT
- To attend line management supervision with Black Asian and Minoritised people and to attend other team/ charity meetings as appropriate
- To attend training relevant to the role, including occasional Saturday meetings/ training days

Other Duties

- To maintain accurate and up to date records of all work delivered on relevant data systems and to contribute to the monitoring and evaluation of our services
- To actively implement the charity's policies and procedures, particularly Equality, Diversity & Inclusion and User Engagement
- To attend any internal and external meetings to support the Kingston Peer Support Service and KREC's wider aims and objectives
- Undertaking direct promotion and publicity of the charity's services to Black Asian and Minoritised people, communities and professionals
- Any other tasks, not listed here, but deemed necessary and in the interest of the role and KREC

PEER SUPPORT WORKER - Person Specification

(E) = Essential, (D) = Desirable

Experience and Knowledge

1. Able to draw on direct lived experience of mental health challenges, either your own or as a supporter of family or friends (E)
2. Experience of providing one to one support (social, emotional or practical) to people living with a mental health condition (this could be in a health and social care role, in the charity sector, in a voluntary or personal capacity) (E)
3. Experience of facilitating group work and delivering psycho-educational material (D)
4. Knowledge of mental health conditions, and the services and systems that support people experiencing mental ill health (D)

Skills and Attitudes

1. Very strong ability to actively engage with a wide range of Black Asian and Minoritised people and an understanding of the more specific issues Black Asian and Minoritised people face in their lives. (E)
2. Ability to work consistently with high levels of empathy, warmth and unconditional positive regard (E)
3. Ability to communicate effectively, both verbally and in writing, with Black Asian and Minoritised people, their families, carers, community groups, partner agencies and stakeholders (E)
4. Ability to identify risk and assess/manage risk when working with individuals (D)
5. An understanding of the principles of data protection and confidentiality and how these apply when handling service user information (E)
6. A working understanding of the principles of equality, diversity & inclusion and a commitment to providing an inclusive, culturally sensitive service (E)
7. Flexible attitude including a willingness and ability to offer a range of mental health support and to contribute to new initiatives and ways of working (E)
8. Commitment to working collaboratively with Black Asian and Minoritised people as full partners in any approach & to supporting user engagement in KREC
9. Strong IT skills including the ability to maintain accurate records, statistics and database entry (E)
10. Ability to maintain professional working boundaries whilst offering flexible, compassionate support to Black Asian and Minoritised people (E)
11. Ability to work on your own initiative and as part of a team in a busy and varied role (E)
12. Willingness to attend and contribute to peer support team and KREC's meetings (E)
13. Able to undertake regular travel within the Royal Borough of Kingston upon Thames (E)