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<b>Reports To:</b>	<b>Senior Peer Recovery Worker</b>
<b>Direct Reports:</b>	<b>None</b>
<b>Key Relationships:</b>	<b>Service users, Solent Mind, Primary Care and HIOW staff and volunteers, other local mental health and support services.</b>
<b>Location:</b>	<b>Southampton (Community based)</b>
<b>Hours:</b>	<b>30 Hours Per Week</b>
<b>Salary Range:</b>	<b>£20,250 to £21,814.86 per annum per annum (£24,975 to £26,905 full time equivalent) - Solent Mind Band B</b>

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### **Purpose:**

Peer Support is recognised as a key component of modern mental health and wellbeing provision. Peer support roles are specifically for people who have lived experience of mental health problems. Through sharing wisdom from their own experiences, peer support staff and volunteers will inspire hope and belief that recovery is possible in others. They will work in support of Solent Mind's Strategy, "Reaching High, Reaching Far, Growing Together, Supporting everyone to develop positive mental wellbeing, live well and thrive.". We value lived experience and our well-established peer support services offer ongoing peer-led supervision, training, coaching and wellbeing support to all peer staff.

Our peer support services continue to grow significantly at all levels, including community, primary, secondary and crisis care. We are working in partnership with Primary Care Networks across Southampton and Hampshire and Isle of Wight Healthcare NHS Foundation Trust (HIOW) to offer peer-led recovery support to people experiencing mental health issues in the city.

This work will include the following elements:

- Working with colleagues from across primary care (GP) network to identify people that may benefit from peer support and plan work accordingly.
- Working with people in one to one and group settings, including managing your own caseload of service users, to support their recovery and help them access the support they need.
- Working closely with other team members and services to support people using the service in a collaborative, person-centred way, including helping them to identify and articulate their needs and hopes.
- Supporting people to develop and use a range of skills and techniques to help their wellbeing.

## **Main Responsibilities**

- To work directly with adults who are experiencing mental health challenges to offer support, advice and guidance.
- Working with service users to instil optimism and hope to continue to build a life worth living.
- To work closely with colleagues from Enhanced Mental Health Primary Care Team to identify opportunities for support and help people to build the skills and confidence needed to access it.
- To engage, support and encourage service users to identify their own strengths, triggers and life goals and co-produce individualised plans to help achieve them. Providing service users with tools and coping strategies, and opportunities to practice them, which support long term mental wellbeing.
- To work with participants and colleagues to identify needs and potential barriers to people accessing support, and provide/facilitate individual support, including referrals to and negotiation with other agencies where appropriate.
- Participate in service monitoring, evaluation and reflection in line with the project guidelines, and support service users to take part.
- To ensure attendance at relevant meetings, offering a lived experience input to discussions.
- To adhere to and support the development of relevant procedures and guidelines as they relate to peer support and the service.
- To complete and understand risk assessments and procedures as appropriate.
- To maintain appropriate and timely records of participation and progress.
- To participate in regular MDT meetings, bringing knowledge of the service user and advocating for their wishes and goals, working in collaboration with NHS colleagues
- To escalate any concerns or risk in line with agreed processes, ensuring that any immediate safety concerns are managed.
- To participate in caseload supervision ensuring there is an effective flow of work through the caseload.
- To support and mentor volunteers, as appropriate.

## **General**

- To uphold the aims and values of Solent Mind, working within Solent Mind's policies and procedures.
- To contribute to the ongoing development of the service and to best practice.
- All employees have a duty and responsibility for their own health and safety and the health of safety of colleagues, patients and the general public.
- All employees have a responsibility to prevent abuse and neglect and report concerns.

- All employees have a responsibility and a legal obligation to ensure that information processed for both patients and staff is kept accurate, confidential, secure and in line with current Data Protection legislation and Security and Confidentiality Policies.
- Undertake not to abuse their official position for personal gain, to seek advantage of further private business or other interests in the course of their official duties.

**This list is non exhaustive and other duties may be required to be undertaken to meet the needs of Solent Mind.**



# PERSON SPECIFICATION

## Peer Recovery Worker (PCN)

Requirement	Essential or Desirable
<p><b>Qualifications/Education/Training:</b></p> <p>Sound basic education including English and Maths or equivalent.</p> <p>Relevant training in peer support and/or mental health.</p>	<p>Desirable</p> <p>Desirable</p>
<p><b>Experience:</b></p> <p>Have lived experience of mental health problems and using mental health services.</p> <p>Experience of working with people with mental health needs, in a paid or voluntary capacity.</p> <p>Experience of providing support and/or guidance to people with mental health issues.</p> <p>Experience of working in partnership/multi agency working.</p> <p>An understanding of the role of peer support within mental health.</p> <p>An understanding of key concepts of recovery.</p> <p>An understanding of the key difficulties and challenges faced by people on their recovery journey.</p> <p>Experience of helping people identify their own goals on their recovery journey and the ability to support people in pursuing these.</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>
<p><b>Service Delivery Knowledge/Skills/Competencies:</b></p> <p>Demonstrate an understanding of the role and impact of peer support in people's lives.</p> <p>Demonstrate the knowledge, confidence and skills to work with people with a range of needs.</p> <p>Demonstrate a knowledge of mental health services, and wider related groups and organisations.</p> <p>Demonstrate the confidence and understanding to advocate for service users and share a lived experience input to wider care planning.</p> <p>The ability to manage time and competing priorities and take responsibility for your own work, accountabilities and caseload.</p> <p>Excellent team working skills including listening, constructive feedback, respect and dignity and skill sharing.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Requirement	Essential or Desirable
Excellent communication and organisational skills including written and I.T., including use of Microsoft Office packages.	Essential
The ability to maintain and monitor accurate recording of participation, progress and outcomes.	Essential
<p><b>Other:</b></p> <p>Demonstrate skills in managing your own health and wellbeing.</p> <p>Demonstrate a solid understanding of the importance of confidentiality, boundaries and safeguarding.</p> <p>Commitment to Solent Mind's values.</p> <p>Commitment to Solent Mind's Equal Opportunities and Diversity policies.</p> <p>Willingness to undergo a relevant DBS Check.</p> <p>Willingness to work flexible hours to meet service needs.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>

Date job originated: April 2021  
Date job reviewed: March 2026  
Reviewing Manager: Jude Gardner