
Purpose:

Solent Mind is proud to be a partner in The Lighthouse - an innovative community based facility which supports people experiencing a mental health crisis. Delivered in partnership with Southern Health, The Lighthouse offers open access support at evenings and weekends, for people to seek support and talk through their issues, through face to face or remote access engagement. Following a successful pilot, this service is expanding.

As a Peer Specialist, you will be using your own mental health experiences to support, encourage and inspire people using The Lighthouse. This work will include the following elements:

- Supporting people who are in distress, providing a safe space for them to talk and make sense of their experiences both in person and via telephone or text.
- Supporting people to identify their strengths and goals, and to develop and use coping techniques.
- Sharing your own experiences in an appropriate way.
- Working as part of a multi-disciplinary team.

Reports To:	Senior Peer Specialist
Direct Reports:	None
Key Relationships:	Visitors, crisis team staff, Solent Mind and Southern Health wider staff teams, local support providers
Location:	Southampton
Contract:	Fixed Term For 6 Months From Commencement (possible extension subject to funding)
Hours:	15 Hours Per Week (working evenings on a rota basis, 4pm to Midnight shifts, with weekend/bank holiday working essential)
Salary Range:	£19,880 to £21,409 Pro Rata Per Annum (SM PP 19-22) (plus enhancements for unsocial hours)
Vaccination:	Compliance with the requirements of Vaccination as a Condition Of Deployment (VCOD) regulations is necessary for this role, unless an exemption applies.

Main Responsibilities

- To work directly with adults with mental health issues to offer support, validation and encouragement.
- To work closely with colleagues to provide safe and appropriate support for users of The Lighthouse.
- To support and encourage people to identify their own strengths, triggers and life goals and how they can be achieved.
- To share and use your lived experience in an appropriate way, to offer understanding, support and hope.
- To support people to develop and use techniques and skills to support their wellbeing.
- To work with service users to identify longer term support needs and potential barriers, including signposting and/or referring to other services where appropriate.
- To provide people with tools and coping strategies to maintain their wellbeing.
- To work with visitors to plan group activities.
- Participate in service monitoring, evaluation and reflection in line with the project guidelines.
- To ensure attendance at relevant meetings.

General

- To uphold the aims and values of Solent Mind.
- To contribute to the ongoing development of the service and to best practice.
- To work within Solent Mind policies and procedures and to complete all necessary training.
- To maintain up to date knowledge of legislation, national and local policies and issues in relation to both mental health and Primary Care Services.
- All employees have a duty and responsibility for their own health and safety and the health and 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 Specialist
(Crisis Support)**

Requirement	Essential or Desirable
<p>Qualifications/Education/Training:</p> <p>Sound basic education including English and Maths or equivalent.</p> <p>Relevant training in peer support and/or mental health.</p>	<p>Essential</p> <p>Desirable</p>
<p>Experience:</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 supporting people in crisis or severe emotional distress.</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 and the ability to support people in pursuing these.</p> <p>Experience/knowledge of the Southampton area.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>
<p>Knowledge/Skills/Competencies:</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 the confidence and aptitude to calmly and effectively support people who are distressed and/or in crisis.</p> <p>Demonstrate the knowledge and skills to work successfully in partnership with other agencies to achieve a common aim.</p> <p>Demonstrate a knowledge of local support services, organisations and groups and the skills and confidence to engage with them, including making and receiving referrals.</p> <p>Skills to work with change and to support service users through the process.</p> <p>The ability to manage time and competing priorities and take responsibility for your own work and accountabilities.</p> <p>Good team working skills including listening, constructive feedback, respect and dignity and skill sharing.</p> <p>Excellent communication and organisational skills including written and I.T.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Requirement	Essential or Desirable
<p>Other:</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 if required.</p> <p>Willingness to work flexible hours to meet project needs.</p> <p>Compliance with the requirements of Vaccination as a Condition Of Deployment (VCOD) regulations is necessary for this role, unless an exemption applies.</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>

Date job originated: January 2022
Date job reviewed: April 2022
Reviewing Manager: Tracy Marsh



DBS NOTE TO APPLICANTS

Disclosure & Barring Service And Recruitment Of New Staff

Solent Mind has registered with the Disclosure & Barring Service (DBS), previously known as CRB, in order to make safe, well informed recruitment decisions. We are ensuring that all our relevant policies meet legal and best practice requirements.

We have assessed the position of:-

PEER SPECIALIST (Crisis Support)

As requiring an:-

Enhanced & Barred level of disclosure.

All convictions, including convictions which would otherwise be “spent” under the Rehabilitation of Offenders Act 1974, must be disclosed for the purposes of this job application.

Solent Mind will determine the relevance of any convictions to the position applied for in line with guidance from the DBS.

Any applicant who is offered employment will be subject to a DBS check from the DBS before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions. Applicants will have the opportunity to discuss any disclosure information before a final decision is made as part of the post interview process.