

**The Beacon Community Wellbeing Centre**

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| **Overview of the Service** |
| The Beacon Community Wellbeing service is based in Kirk Square, Arbroath and operates daily from 12pm – 12am  The service will provide a welcoming, compassionate response to adults aged 16 years and over who are experiencing emotional and mental health distress.  The service has three elements   * Crisis support and interventions through the 7 days, 12pm – 12am Community Wellbeing Centre in Arbroath. Support will be face-to-face, by phone, through social media, video conferencing and email. * Provision of Distress Brief Interventions including training to first responders and direct support to individuals in distress. * Provision of Suicide Prevention activities in the community and direct support to people with suicidal thoughts and feelings as well as others affected by suicide. |
| **Areas of Support** |
| The Beacon will provide vital support for people aged 16 and over, offering a range of services including mental health support, distress brief intervention and suicide prevention. In addition to face-to-face assistance at the centre, support will also be provided over the phone and through social media, making the service as accessible as possible to those seeking help. Activities include:   * Providing a welcoming space for people in emotional distress or who are having thoughts of suicide, to receive compassionate, empathic support. * Provide support to family members, carers and friends of those experiencing emotional distress or suicidal thoughts. * Provide Level 2 Distress Brief Intervention support to people experiencing distress within 24hrs and for up to 14 days. * Support the delivery of Level 1 Distress Brief Intervention training and Suicide Intervention and Prevention Programme training to other professionals * Deliver suicide prevention activities in the community |
| **Hours of Service Delivery** |
| The service provides support between the hours of 12pm-12am, 7 days a week.  Staff contracted hours will fall within these hours, weekend working is required.  Shifts are planned in advance to meet the needs of the service |
| **Additional Information** |
| * Manager on call system in place * Regular supervisions and direct observations of practice along with yearly EPDR * Working in partnership with external agencies and families. * All necessary mandatory training will be provided. * Receive service specific training which includes Distress Brief Intervention, Suicide Intervention and Prevention training. |



**ROLE PROFILE**

**Job Title:** Mental Health Peer Support Worker

**Department:** Hillcrest Futures

**Responsible to:** Operations Manager and Service Manager

**Organisational Structure**

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**Role Purpose:**

Mental Health Peer Support Workers will work as part of a team to help deliver support to people in crisis. Mental Health Peer Support Workers will have their own lived experience of mental health and wellbeing struggles and will have tried and tested techniques to manage their own mental health. They will be willing to share their own experiences to help support others.

**Main Duties:**

* Provide timely, non-judgemental, compassionate, empathic responses to people experiencing distress
* Use own experience of mental health to build rapport and mutual trust
* Recognise when someone’s mental health distress requires escalating to more appropriate services through agreed pathways
* Provide signposting to wider support services such as food banks, citizens advice
* Provide follow up for people in the community
* Provide support to family members affected by mental health
* Deliver mental health awareness raising activities in the community to help reduce stigma
* Maintain strategies to ensure their own well-being and recognise when further support is needed
* Undertake a vocational qualification to support their own professional development
* To contribute to the wider team and support service improvements
* To communicate effectively with empathy, compassion and kindness
* Maintain effective working relationships and boundaries
* Follow operational guidance, policies, procedures and best practice
* Out-of-hours and weekend working is required

**Service Specific Duties:**

The service descriptor document is part of this Job Description and should be referenced in accordance to specific duties.

**Any Other Duties:**

The post holder may be required to perform duties other than those given in the job description for the post.

**Person Specification – Mental Health Peer Support Worker**

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| **Attribute** | **Essential** | **Desirable** |
| **Experience** | * Own experience of mental health and recovery * Own experience of tools and techniques to manage wellbeing | Experience of supporting others with their mental health and wellbeing |
| **Proven competencies** | * Empathy, Kindness & Compassion * Listening skills * Coaching skills * Delivering groups * Mentoring skills * IT Skills * Good communication skills, both oral and written * Ability to work within a team environment * Ability to use own initiative * Good timekeeping and time-management/organisational skills | Knowledge of community support services in Angus  Mental health self-management skills |
| **Education and Qualifications** | * No formal qualifications are required. However, candidates must demonstrate the ability to undertake vocational study and demonstrate a willingness to undertake SVQ Level 2 in Health & Social Care or equivalent * Willingness to undertake training as required |  |
| **Service Specific** | * Awareness of mental ill-health and impact on self and others * Ability to provide a welcoming, safe environment where people can access support for their mental health * Ability to recognise and escalate where people are in mental health crisis and need clinical help | Trauma Informed Practice Level 2/SIPP/ASIST/DBI Level 2  Driving licence and access to a car for work purposes |



**(Support Staff)**

**CONDITIONS OF SERVICE**

**Hours:** **Various Hours** are available, including weekend only contracts which will be worked on a shift basis in accordance with the project rota which will be designed to ensure that staff are on duty at times appropriate to the clients and service delivery.

**Contract:** This is a Permanentpost. All posts are subject to a 6-month probationary period. A formal review will take place at 2, 4 and 6 months.

**Grade and Salary:** This post is Grade HF-37, B.

Salaries are paid monthly, directly into a bank account of your choice. The salary for the Mental Health Peer Support Worker is **£23,151.49 per annum – FTE 37 hours. Pay award pending.**

**Sleeping In:** Staff may be required to undertake sleep-in duty in accordance with the project rota. Hours on sleep-in duty are not counted towards normal weekly hours. Payment will be made at £108 per night. The sleep-in allowance covers overtime of up to half an hour on nighttime call out.

**Waking Nights:** Staff may be required to undertake night duties, payment will be at time and a third for hours worked between 10.00pm - 7.00am.

**Overtime:** Except for night-time call outs overtime is payable only where it is agreed in advance by the organisation.

**Pension:** Hillcrest Futures offers a pension under the Governments statutory auto-enrolment scheme, which is a Defined Contribution scheme with a company called NOW Pensions. At present staff contribute 5% with the employer 4% to the scheme. Further details of the scheme are available from the payroll team.

**Health Plan:** Employees are automatically given free admission to the Health Plan Scheme. The cost for this is met by the Employer. Details will be sent out with the Contract of Employment.

**Annual Leave: The holiday year runs from 1st January - 31st December**. The full holiday entitlement is 249.6 hours per annum, rising to 288.6 hours. 5 days public holidays have been included in this annual leave entitlement. Unit Managers will commence on 288.6 hours per annum. **Annual leave is calculated on a pro rata basis for part-time staff.**

**Qualifications:** Any offer will be subject to proof of qualifications essential, and where appropriate desirable, to the post.

**Rehabilitation of** If you have any unspent convictions, you must declare this on your

**Offenders Act 1974:** application form.

In relation to ‘spent’ convictions, there is a list of convictions which must always be declared and a list of convictions that are declared, subject to rules. Failure to disclose relevant information will be regarded as a breach of trust and could lead to dismissal, disciplinary action or withdrawal of offers of employment.

If you are unsure whether or not you need to disclose a conviction/caution, please contact our Human Resources Department for further advice, or you can check by accessing Disclosure Scotland’s website at [www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk/) and check the ‘Frequently Asked Questions’.

Please note that all successful applicants will be subject to a

Disclosure check through Disclosure Scotland.

**HAVING A CRIMINAL RECORD WILL NOT NECESSARILY DEBAR YOU FROM WORKING WITH HILLCREST FUTURES. THIS WILL DEPEND ON THE NATURE OF THE POSITION, TOGETHER WITH THE CIRCUMSTANCES AND BACKGROUND OF YOUR OFFENCES.**

**SSSC Registration** Staff are required to register with the SSSC in the appropriate worker category within Care at Home and Housing Support Services. SSSC registration must be obtained within 6 months of commencing the post. Failure to register within the 6 month period, may result in your contract being terminated. Staff will be responsible for maintaining their registration throughout their employment with Hillcrest Futures.

**Trades Union:** Employees have the right to join a Trades Union of their choice, if they wish, although Hillcrest Futures do not recognise any Trade Union. A Staff Representative group is in place.

**No Smoking Policy:** Smoking is prohibited in all projects and at Head Office. Designed smoking areas are outside the buildings and should be out of view of individuals and groups. This includes the use of E-cigarettes. Employees who are required to carry out their duties in buildings which are out with the control of the organisation are jointly responsible for minimising their own exposure to risk factors such as passive smoking.

**Equal Opportunities:** Hillcrest Futures is striving to be an equal opportunities employer and has adopted a Policy which aims to ensure that no job applicant receives less favorable treatment on grounds of race, colour, ethnic and national origins, marital status, gender, age, religion, disability, political or sexual orientations, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

**Applications:** Please forward applications before the closing date **.**