

### **Peer Support Worker Harm Reduction in Homeless Accommodation Services**

Peer Support Workers will work with our homeless accommodation services to deliver harm reduction and recovery support. The posts will be based in Edinburgh, Glasgow and Angus.

Peer Support Workers will work within the Homeless accommodation services to help provide overdose awareness, support access to Injecting Equipment Provisions (IEP), distribute naloxone as well as developing initiatives to engage, mentor and coach people as part of their recovery through one to one and group activities.

The Peer Support Worker role will be to help to 'support and connect' people to the wider specialist and mainstream support available within local Recovery Orientated Systems of Care (ROSC). This will include supporting access to specialist IEP and treatment services as well as other health and welfare support, including further peer support and mutual aid.

We have the following services across which the work will take place :

- Angus: North Grimsby Supported Accommodation, Arbroath  
-capacity 16 flats plus 4 direct access flats
- Edinburgh: Eight accommodation based temporary accommodation services
- Glasgow: Two Accommodation based service including;  
Queen Mary Avenue – capacity of 8 flats for females who have experienced homelessness  
Portman Street – 30 studio flats for males who have experienced homelessness

Peer Support Workers will:

- Provide training on overdose prevention and the use of naloxone
- Naloxone distribution
- Provide support to people after non-fatal overdose
- Link people into existing specialist services
- Accompany people to appointments
- Introduce people to mutual aid and support them to attend
- Share their own lived experience of drug dependence and share the tools they use in their own recovery
- Provide Training for staff
- Identify local networks for referral including Specialist IEP provision, BBV testing & Treatment, specialist drug and alcohol treatment services, Mutual aid and recovery groups, wider welfare and support services.
- Develop recovery activities within the accommodation services



## (Support Staff)

### CONDITIONS OF SERVICE

- Hours:** **22.5 hours** are available, to 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 **fixed term (12 months)** post. All posts are subject to a 6 month probationary period. A formal review will take place at 2, 4 and 6 months.
- Salary:** Salaries are paid monthly, directly into a bank account of your choice. The rate of pay for the Peer Support Worker post is **£9.50 per hour**.
- 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 £85.50 per night. The sleep-in allowance covers overtime of up to half an hour on night time 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.
- On Call:** The post holder may be required to carry out On Call duties from home. A payment of £16 per shift will be paid for this.
- 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 3% to the scheme as of 1<sup>st</sup> April 2019. 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 1<sup>st</sup> January - 31<sup>st</sup> 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 Offenders Act 1974:** If you have any unspent convictions you must declare this on your 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:** Employee's 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. Designated smoking areas are outside the buildings and should be out of view of service users. 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:**

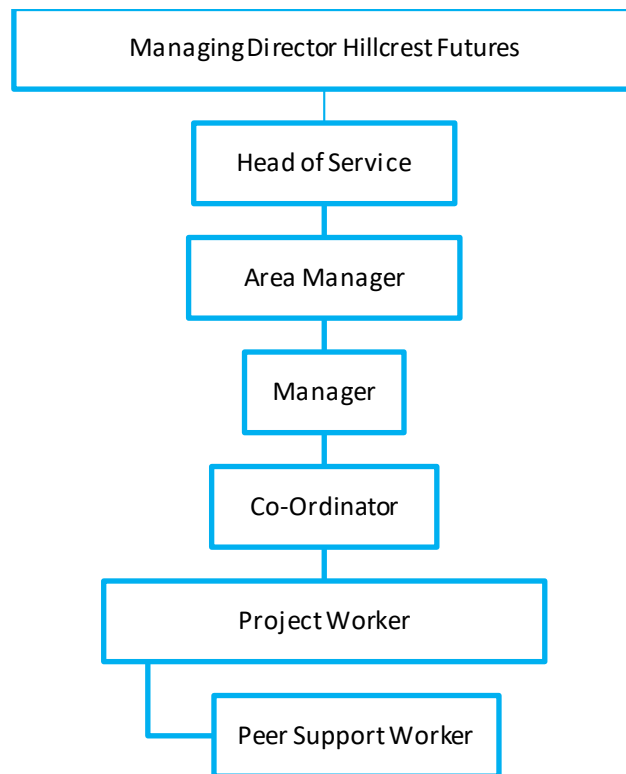
Please forward applications before the closing date .

### Job Description

**Job Title:** Peer Support Worker  
**Department:** Hillcrest Futures  
**Responsible to:** Manager and Co-ordinator

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### Organisational Structure



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### Main purpose of post:

The Peer Support Workers will work as part of a team to help deliver support to individuals. Peer Support Workers will have their own lived experience of the issues faced by people accessing services and use these to help deliver support.

**Main Duties:**

- Promote awareness of the specialism through sharing their own lived experience ;
- Encourage and support people at all stages of engagement with services ;
- Use their own lived experience to support people on a one -to-one basis and in groups ;
- Carry out initial assessments of people accessing support ;
- Deliver therapeutic mutual aid and peer-led activities and, or educational activities ;
- Develop a range of activities that promote wellbeing ;
- To raise awareness in the community supporting family members, friends and concerned others, community members and other professionals on risk behaviours and promote equality and reduction of stigma ;
- To contribute to their own well-being and progression in order to move on ;
- Undertake a vocational qualification to support their own professional development ;
- To contribute to the wider team and support service improvements ;
- Effective communication ;
- Maintain effective working relationships and boundaries to protect their own and others progress ;
- Follow operational guidance, policies, procedures and best practice ;
- Out-of-hours and weekend working may be required as prescribed by the needs of the service .

**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 – Peer Support Worker**

Attribute	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Own experience of drug and, or alcohol addiction and recovery</li> <li>• Experience participating in recovery groups</li> <li>• Experience of participating in mutual aid</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supporting others in recovery</li> </ul>
<b>Proven competencies</b>	<ul style="list-style-type: none"> <li>• Listening skills</li> <li>• Coaching skills</li> <li>• IT skills</li> <li>• Good communication skills, both oral and written</li> <li>• Ability to work within a team environment</li> <li>• Ability to use own initiative</li> <li>• Good timekeeping and time-management and, or organisational skills</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Delivering group work</li> <li>• Mentoring skills</li> </ul>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Hold, or be willing to work towards SVQ2 Health and Social Care or have the equivalent experience</li> </ul>	
<b>Service Specific</b>	<ul style="list-style-type: none"> <li>• Knowledge of support services available</li> <li>• Ability to speak to others about own experience</li> <li>• Active involvement in own recovery</li> <li>• Ability to set boundaries when supporting others</li> </ul>	<ul style="list-style-type: none"> <li>• Lived experience of homelessness</li> <li>• Knowledge of overdose</li> </ul>