



Lincolnshire Partnership
NHS Foundation Trust

Candidate Information Pack

Peer Support Worker



Supporting people to live well in their communities

About us

Our people lie at the heart of what we do. Over 2,500 excellent, well trained and motivated staff are what make us successful. You could be part of a Trust rated by our own staff as one of the best mental health trusts in England, in and around a location heralded as a fantastic place to live and work.

We firmly believe that the key to high quality patient care is a contented workforce.

This is reflected in the Care Quality Commission rating us as 'outstanding' for well led and 'good' overall.

We value allowing people to be themselves and are committed to being openly supportive and celebrating diversity. We have three active staff network groups for Black Asian Minority Ethnic (BAME), Lesbian Gay Bi-Sexual Transgender (LGBT+) and staff with Mental and Physical Lived Experience (MAPLE).

This has resulted in annual staff conferences and some great national accolades such as being included in the Top 100 organisations in the county within the Stonewall Index in 2019, becoming finalists for the HSJ Mental Health Trust of the Year Award 2020, and being shortlisted again for the HSJ Mental Health Trust of the Year 2021.

In partnership with staff, volunteers, patients and carers we have developed our values, behaviours and culture over the past three years and we live by them.

Our leaders are compassionate, supportive and look at solution-focused outcomes, working on a theme of continuous improvement.



Our vision

To support people to live well in their communities

					
Compassion Acting with kindness	Pride Being passionate about what we do	Integrity Leading by example	Valuing everybody Using an inclusive approach	Innovation Aspiring for excellence in all we do	Collaboration Listening to each other and working together



The role of a Peer Support Worker

The role of a Peer Support Worker is an integral and highly valued member of the multi-disciplinary team, and they will provide formalised peer support and practical assistance to people who have received services in order for them to regain control over their lives and their own unique recovery process.

Through sharing from their own experiences, peer support workers will inspire hope and belief that recovery is possible in others. Peer Support Workers you provide formalised peer support and practical assistance to patients for them to regain control over their healthcare, to lead meaningful lives and to develop their own unique recovery process.

Through sharing the wisdom from their own lived experience, the peer support worker will inspire hope and belief that recovery is possible in others.

Within a relationship of mutuality, the Peer Support Worker will facilitate and support information sharing to promote choice, self-determination and opportunities for the fulfilment of socially valued roles and connection to local communities.

As a Trust we welcome applicants who are currently receiving support from LPFT, if you are successful following interview we will discuss with you the service you currently receive support from to ensure you can continue to receive the right level of support without impacting your new role with the Trust.

Applying to be a Peer Support Worker

Vacancies for all roles within Lincolnshire Partnership NHS Foundation Trust can be found on our Trust website via: www.lpft.nhs.uk/work-us/current-vacancies

Guidance and helpful tips can be found here: www.jobs.nhs.uk/advice/write_appform.html

1. Submit your application through NHS jobs

3. Outcome of interview communicated, offered role

5. Pre-employment checks commence



2. Invited to attend interview and confirm attendance

4. Start in new role

6. Pre-employment checks complete

Help with your application

Beginning the application process can be extremely daunting, but we are here to try and make the process as easy and as smooth as possible. Now you are familiar with the recruitment process, we have some useful tips to help you with your application and interview.

Top tips for writing your application



Use clear, plain English and avoid using jargon within your application.



Keep your sentences short and easy to read. Two sentences are generally clearer than one very long sentence.



Keep your sentences Complete a spell and grammar check to ensure you have not missed any mistakes.



Read the content back to yourself out loud—Does it make sense? Are your points clear and easy to understand?



Check, check, and check again! If you can, give your form the 'overnight test' and revisit it again the following day and read it with fresh eyes.

It's also extremely important that you prepare well for your interview. Preparing well for your interview can make all the difference when it comes to landing your perfect role with LPFT.

We have put together a list of our top hints and tips to help you before and during your interview, you can view them by scanning the QR code on your smartphone, or visiting lpft.nhs.uk/work-for-us/interview-hints-and-tips



Scan for interview tips

Training

The Recovery College offers free educational courses on mental health and wellbeing, to anyone aged 16+.

The Recovery College teaching team consists of people with lived experience of mental illness, qualified teachers and trainers and experienced health professionals

Within LPFT's Recovery College, we are beginning to develop an accredited peer support worker course where individuals, who have an interest in a career as a peer support worker, will be required to enrol and complete the training in order to help provide them with the skills and knowledge needed to fulfil the role of a mental health peer support worker within LPFT.

What does the course involve?

The course will include both theory and practical work, looking at the 8 principles of peer support. The modules include:

- Role of a PSW
- Active listening
- Use of recovery language
- Boundaries
- Wellness Plans

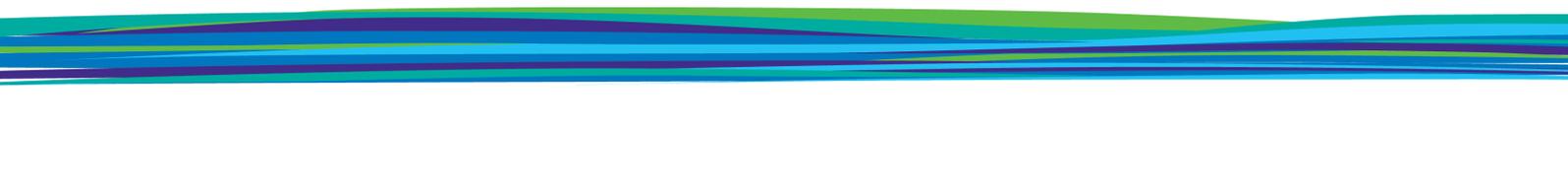
Feedback from Recovery College students

"I would be lost without these courses at the moment - so, so helpful and gives great advice and it was also nice to hear others and their experiences."

"It was delivered in a clear understandable manner."

"It was really good to have an expert by experience on the course."

To find out more about the recovery college, email lpft.recovery.college@nhs.net or visit www.lpft.nhs.uk/our-services/adults/recovery-college



Pre-employment checks

Following been successful at interview you will receive a conditional offer letter. Prior to starting in your new role pre employment checks will need to be undertaken which will include;

- Satisfactory evidence that you are entitled to work and reside in the UK, prior to commencing employment.
- Evidence of your qualifications which are essential for this post as set out in the enclosed job description and person specification.
- Verification of your identity.
- Satisfactory clearance by the Disclosure and Barring Service.
- Satisfactory employment history check.

Upon successful completion of your pre-employment checks your manager will contact you to discuss a start date and you will receive your contract which will state your terms and conditions of your employment.

DBS Risk Assessment

As part of your pre-employment checks it is a legal requirement to undertake an enhanced DBS check. An enhanced DBS check will show full details of a criminal record and will also search the children and vulnerable adults barred list (applicable to the role).

During the application stage you will be asked to disclose any criminal conviction/s, it is expected that applicants are honest with recruiting managers at application and interview stage. This allows for early discussions with yourself, recruiting manager and HR to not delay the pre-employment checks should you be successful.

It is important that previous criminal conviction/s do not abstain applicants from applying for a peer support worker role. A number of considerations will be taken into account prior to offering a formal job offer;

- The length of time since the offence/s
- The age of the candidate at the time of the offence/s
- Frequency of offending
- Context surrounding the offence
- The severity of the offence

Whilst previous cautions and convictions do not automatically exclude applicants gaining employment within LPFT it is important to be transparent and that in a small number of circumstances to ensure patient safety the risk of such convictions or cautions will be too high and therefore the offer of employment will be revoked, if this is the case feedback will be given via the recruiting manager.

A day in the life of a Peer Support Worker

Hear from our Peer Support Worker to find out what a day in the life of a PSW entails.

A day in the life story

Being a Peer Support Worker in CAMHS means no two days are the same.

I normally start my day by checking emails and messages and sorting a to-do-list, and will then move onto some admin and project work. This includes writing letters to send to patients, creating resources for the Young People in CAMHS or uploading clinical notes to RiO.

I would then prepare for my first session of the day. During sessions we may share coping strategies and lived experience, help the young person attend group therapy, help with transitions out of the service or to another service or work together on a resource like the Resilience & Wellness Plans.

After my session, I will liaise with the Lead Professional, update the clinical notes, and write any letters or make any phone calls that are required. It's really important that we 'debrief' from tricky appointments—due to the nature of our roles, we sometimes have more disclosures made to us and speaking to the Lead Professional helps with the emotionally challenging side of the role.

In a general week, Peer Support Workers will attend team and other clinical meetings where we discuss cases. It's good to attend meetings to understand any updates within the service and to be made aware of potential new referrals to Peer Support.

As a Peer Support Worker you may also help with running groups. Most groups are being provided online at the moment, so organising and scheduling online appointments is part of a Peer Support Workers day. Peer Support Workers also do a lot of mental health promotion events, even during Covid-19 and lockdowns! This is a great way to get ex or current service users views on how to improve services, learn more about the field of mental health or celebrate all the amazing work done by CAMHS and other organisations.

Overall, the role is so much fun and incredibly rewarding, and we can't wait for you to join us on our journey!



To hear more experiences of life as a PSW, visit
www.lpft.nhs.uk/PSW-story

Staff Wellbeing Support

The Staff Wellbeing Service provides all LPFT staff with the opportunity to have access to individual psychological therapy for anxiety, depression, stress related and physical health difficulties. Your difficulties do not need to be work-related in order to be seen within the service.

Staff Wellbeing
HUB

Is the service confidential?

Confidentiality is paramount to the service. If you self-refer, only the Staff Wellbeing team will be aware that you are accessing the service. In the case of a management referral, brief correspondence will be sent to the referrer, however the content will be discussed with you before it is sent and you will receive a copy of all correspondence sent from the service. The service currently keeps clinical notes in paper form and these are stored securely and confidentially in line with GDPR 2018.

What professionals work in the service?

The dedicated team consists of an Assistant Psychologist, Cognitive Behavioural Therapist, Occupational Therapists, Counsellors, Psychological Wellbeing Practitioner and a Team Secretary. We also have a Psychiatrist and Physiotherapists who work with us on a sessional basis.

Wellness Plan

Health and wellbeing at work is a top priority and a wellness at work plan is a step toward taking a more proactive approach to staff wellbeing and potential sickness and absence.

The wellbeing at work place is a personalised, practical tool that we can all use- regardless of whether we have a diagnosed health issue- to help us think about what keeps us well at work, what can increase our stress levels, and what we do during those occasions at work where we are finding things particularly difficult and need additional support to remain well.

The plan will be completed at the start of your employment as part of your induction. The plan could also be suggested/revisited at any point whereby an employee or staff member identifies they are starting to struggle with an aspect of their physical or mental health.

An example of a Wellness Plan can be found online here: <https://bit.ly/38OGRLv>

If you would like this information pack in another language or format, such as Braille, large print or audio, please contact:

如果您想要將本傳單用其他語言或格式，例如盲文、大號字體或音頻來顯示，請聯繫：

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**Lincolnshire Partnership NHS Foundation Trust
Communications Team**

E: communicationslpft@lpft.nhs.uk

Every effort has been made to ensure that the information in this leaflet was correct at the time of print. However, changes in law may mean that in time some details in this leaflet may be out of date.

Anyone using our services will be treated with dignity at all times and their faith and cultural needs will be accommodated where practically possible.

The Trust is fully compliant with the Data Protection and Confidentiality: NHS Code of Practice requirements