

JOB DESCRIPTION

Child and Young Person (CYP) Peer Support Worker

Reviewed

November 2019

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details
<p>Job Title: CYP Peer Support Worker</p> <p>Pay Band: 3</p> <p>Reports to (Title): CAMHS Peer Support and Involvement Lead</p> <p>Accountable to (Title): Divisional Manager</p> <p>Location/Site/Base: As relevant to post</p>
2. Job Purpose
<p>The role of a Child and Young Person (CYP) Peer Support Worker (PSW) has been developed specifically for individuals who have lived experience of mental distress and have used mental health services. A CYP PSW would have lived experience of accessing Child and Adolescent Mental Health Services (CAMHS) and/or engaged in treatment or support from a mental health/emotional wellbeing service when an adolescent.</p> <p>Under the supervision of a qualified mental health practitioners, the CYP PSW will support the delivery of a comprehensive, multi-disciplinary community mental health service for children and young people. The PSW will do this through providing emotional support to young people and families to help them meet their recovery goals. Through sharing their own experience, PSW's will inspire hope and belief that recovery is possible, helping young people to feel more positively about their future.</p> <p>The post holder will work under the supervision of mental health practitioners, which may include PSW's Nurses, Social Workers, Psychologists, Consultant Psychiatrists, and Assistant Practitioners etc)</p>
3. Nature of the Service
<p>LPFT provide a range of comprehensive community mental health services for young people with mental health needs, and their parents/carers. This includes local CAMHS community teams, emotional wellbeing service(s) and/or school-based mental health support team(s).</p> <p>These services deliver face-to-face training, support/advise universal services (i.e. schools, Childrens Services, voluntary organisations etc.) to help them meet the emotional and mental health needs of children and young people in Lincolnshire. Our mental health teams also provide specialist mental health assessments for children and young people presenting with mental health difficulties and provide evidence-based treatments, in partnership with young people and their parents/carers.</p>
4. Organisation Chart

Service Manager (B8a)



Team Coordinator (B7) & CAMHS Peer Support and Involvement Lead (B7)



Mental Health practitioners (B6)



Mental Health Practitioners (B5)



This Post (B3)

5. Duties

- To model principles of hope, recovery and self-belief in all aspects of their work with young people and families.
- Share coping, self-help and self-management techniques with children, young people and their carers, in an appropriate and supportive manner.
- To support the patient's engagement in services and support them to identify and meet recovery goals.
- Support young people to access the community or other meaningful activity to promote their emotional and social development.
- Support young people who may be struggling with transitions out of, or across, services.
- Liaise with representatives from universal services, as appropriate, and facilitate and model good communication between services.
- Contribute to the development of peer support opportunities amongst young people open to mental health services.
- Contribute to the development of children and young person's involvement and participation
- To be actively involved in the continued development of the PSW role and the wider service, including training and on-going evaluation.
- Comply with and carry out safe practice in accordance with Trust policies and procedures, and local and national policy and legislation.
- Engage in a period of induction, supervision and work-related training, as required.
- Maintain strict confidentiality of patient information at all times and ensure accurate record-keeping in accordance with Trust Policy.
- To work flexibly across the week, this may include some weekend and evening work.

6. Skills Required for the Post

Communication and relationship skills

- Ability to form and maintain appropriate therapeutic relationships with children, young people and their families.
- Good written verbal and non-verbal skills
- Ability to use Trust IT systems

Analytical and judgment skills

- Ability to appropriately share details of their lived experience of mental distress and recovery in an appropriate and empathic manner, while working within appropriate guidance.
- Demonstrate an ability to analyse information provided by young people and families, and provide support and solutions for presenting problems.

Planning and organisational skills

- Good time management and organisational skills.
- Ability to plan and prioritise workload.

Physical skills

- Ability to travel to a range of locations
- Breakaway skills

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care

- Providing support to young people and families around a young person's care plan, treatment and recovery goals.
- Support young people by improving and facilitating their access to community support and meaningful activity

Responsibilities for policy and service development implementation

- Contribute to the development of peer support opportunities amongst young people open to service
- Contribute to the development of children and young person's involvement and participation within the CAMHS service.
- Responsible for being aware of, and implementing Trust policies including safeguarding policies and lone-working policy.

Responsibilities for financial and physical resources

- Safe use of clinical equipment

Responsibilities for human resources (including training)

- Responsible for ensuring that any mandatory training is completed and updated.
- Attending training that will increase competency and knowledge of role.

Responsibilities for information resources

- Responsible for recording and updating patient information within the service user's clinical notes, using the Trust's clinical information system.

Responsibilities for research and development

- Required to be involved in ongoing LPFT service development

8. Freedom to Act

Organise own time.

Prioritise workload and manage own diary, under supervision of supervisor and wider team.

Under the supervision of registered mental health practitioners, making decisions about service user care as appropriate, with the support of the wider multi-disciplinary team.

9. Effort & Environment

Physical effort

- Travelling to a range of locations on a daily basis.
- Work extended hours on occasion, to meet needs of the service.

Mental effort

- Concentration required for all patient contacts, and inputting patient data onto the electronic system.
- Responding to services user's changing needs and presentation.
- Monitor and review service user progress collaboratively with the service user, and reporting back to the multi-disciplinary team.

Emotional effort

- Frequent exposure to patient experiences and stories, which may be distressing
- Sharing own experiences of mental distress and recovery, potentially impacting on own emotional health

Working conditions

- Occasional exposure to unpleasant working conditions e.g. possible verbal or physical aggression.

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust's Purpose, Vision and Values:

Our Vision- To support people to live well in their communities.

Values**Behaviours**

Compassion- Acting with kindness

Treating people with respect, showing empathy and a desire to be helpful.
Paying attention to others and listening to them.
Responding appropriately, being mindful of the language we use to do this.

Pride- Being passionate about what we do

Challenging poor practise.
Being a patient and carer advocate.
Recognising and praising good care.

Integrity- Leading by example

Doing what I say I am going to do.
Being honest.
Taking responsibility for my actions.

Valuing everybody- Using an inclusive approach

Supporting every person however different to me to achieve their best.

Challenging discrimination and supporting others to understand why it is everybody's business to do this.

Recognising and challenging my own assumptions.

Innovation- Aspiring for excellence in all we do

Using service improvement methodology.
Learning with people who use our services, research, best practise and evidence.
Sharing the learning internally and contributing to research where relevant.

Collaboration- Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.
Working as one team.
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrong doing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust.

This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

	ESSENTIAL	JOB REQUIREMENTS DESIRABLE	HOW ASSESSED (eg Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> Satisfactory level of Secondary education to GCSE English A-C grade or 9-4 grade or equivalent (may be working toward this). Be able to demonstrate a good standard of English. Willingness to undertake further training to support development of peer support role, and child and young person's involvement. 	<ul style="list-style-type: none"> Level of education to NVQ 3/AS level or equivalent. Mental Health or Health and Social Care related qualification. Recovery college course qualification. 	Application form Interview Certificates
Experience	<ul style="list-style-type: none"> Lived experience of mental health issues Lived experience of accessing CAMHS and/or engaging in treatment/support from a mental health service when an adolescent. Experience of being in a role supporting or mentoring others. Experience of working in a team or group environment Experience of using a range of self-management or recovery tools and techniques 	<ul style="list-style-type: none"> Experience working with children and young people Experience of working in a team Experience of working across different organisational boundaries 	Application Form Interview References
Skills & Competences	<ul style="list-style-type: none"> Good written, verbal and non-verbal communication skills. Able to confidently use a computer. Able to develop positive relationships with children and young people and assist them in developing and meeting recovery goals. 		Application form Interview References

	<ul style="list-style-type: none"> • Able to demonstrate a non-judgemental, respectful attitude toward others. • Ability to understand and relate to current issues that impact on children and young people’s mental health, including the impact of stigma and discrimination. • Understanding of service user involvement and participation and why it is important. • An ability to recognise and manage own stress. Ability to demonstrate and model self-care skills • Good organisational skills, including time management • Willingness to reflect on work practice and be open to constructive feedback • Be able to ask for help • Ability to work creatively and use initiative • Ability to work well within a team 		
Special Requirements	<ul style="list-style-type: none"> • Ability to travel across the county independently without the use of public transport. 		Application form Interview