



**Peer Youth Mental Health Worker – Job Description, Person Specification**

<b>Name of Employee</b>	
<b>Department</b>	Children, Young People and Families
<b>Reporting Line</b>	Youth Mental Health Worker
<b>Grade</b>	Grade 2
<b>DBS – Level Required</b>	Enhanced
<b>Location/s</b>	Some home-working may be possible but as face to face work with service users is a requirement and the role will work in a range of locations and sites across Worthing, Adur, Arun and the Chichester District including the Manhood Peninsula. Worker will have a main base/location but will be required to work across the locations. Travel expenses paid for travel beyond specified service base/location.
<b>Job Summary</b>	
<p>West Sussex Mind (WS Mind) works within Pathfinder West Sussex which is an alliance of organisations working together to enable people with mental health support needs and their carers to improve their mental health and wellbeing. These services provide structured support helping individuals to identify what they need and what they want to achieve around their mental health and then supporting them to develop the confidence and skills to make this happen through individual and group support. The team uses a variety of channels and methods to engage, communicate with and support people: In person/face to face, by phone, by email, by text, through a video-call (for individual support) or video conference (for groups), through social media groups and by sign-posting service users to self-help resources on websites etc. Mental health support services work closely together to provide a seamless pathway of care and support to people who need help.</p> <p>Within this, we offer a <b>specific service for young people aged 16-25</b>. The role of the Peer Youth Mental Health Worker is to deliver peer mental health support to young people with mental health problems:</p> <ul style="list-style-type: none"> <li>• To enable and facilitate young people’s needs being met effectively, by responding to referrals as allocated by Youth Mental Health Worker, assessing needs and working in partnership with service users and carers to develop and monitor personal support plans.</li> <li>• To design, deliver and provide support to individuals and groups which contribute towards the achievement of service users’ and carers’ goals.</li> <li>• Work with service users to identify what activities they would like to do and lead the delivery of in person and video conference social, creative and leisure activities/groups.</li> <li>• Lead on updating service social media groups and production of service mail-chimp newsletters.</li> </ul>	
<b>Scope &amp; Accountabilities</b>	
This role may support and supervise volunteers. Role works under the under the supervision and guidance of the Youth Mental Health Worker.	
<b>Key Tasks</b>	
1. To provide mental health and well-being intervention with a limited number of less complex/lower risk young service users in WSM buildings including through <b>face to face, phone, email and video-call contact</b> :	

2. Supporting young service users to identify their needs and goals and facilitate the development of personal support and recovery plans
3. Based on personal support plans, working in partnership with young service users to achieve recovery focussed goals; drawing on individual strengths and using a range of internal and external resources including provision of advice, information and signposting where required
4. To provide support to individual service users, providing one-to-one sessions using appropriate theories, methods and skills in order to promote individual clients' ability to better manage their problems and difficulties.
5. Collect views and ideas from service users and mental health support teams around interests and priorities for face to face and video conference social, creative and leisure activities to be provided in local team site and area – through attending service user forums, surveys etc.
6. Contribute to development of plans for face to face and video conference social, creative and leisure activities programme working with the wider team to develop plans.
7. Lead on delivery of face to face and video conference social, creative and leisure activities playing to strengths, skills and interests across the full range of locations.
8. Work closely with volunteers supporting them to deliver activities by providing guidance and supervision as required.
9. Ensure that all activities are planned and delivered within WS Mind policies particularly around health and safety, safeguarding of adults and children, professional boundaries and codes of conduct.
10. Regularly update and publicise activities through social media groups to engage with service users.
11. Develop and issue a regular service mail-chimp newsletter.
12. Support booking process for all activities including using Microsoft Forms, Eventbrite or website as required.
13. Work constructively and in partnership with mental health support, children, young people and family teams and the Help Point team to provide a seamless pathway of care and support to people who need help.
14. Ensure service users are actively involved in the running and delivering of services offered.
15. Liaise individually with service users as required including reviewing and discussing how service users are benefiting from social support being offered.
16. To record all work accurately, effectively and in a timely way on databases.
17. Undertake other administrative and hospitality tasks relating to the teams work where required, including cleaning and maintaining a safe environment.
18. Adhere to all policies and procedures of WS Mind.
19. To contribute to creating a safer working environment for yourself, your colleagues and service users. To this effect, you should, as a minimum, follow safety rules, engage in safety training and report incidents or hazards.

**Person Specification** - The specific skills, knowledge and abilities required of an individual to be able to effectively perform the role.

#### Essential Qualifications

- Lived experience of having or having had mental health problems and using mental health services.
- Some evidence of previous training or learning (formal or informal) which relates to supporting young people/adults who have mental health needs is essential for this role along with good literacy, IT, digital and verbal communication skill.

Preferred Qualifications	
<ul style="list-style-type: none"> <li>Evidence of previous training or learning (formal or informal) which relates to supporting young people/adults who have mental health needs is desirable for the role. For example, a peer mentor qualification.</li> </ul>	
Essential Professional & Technical Knowledge, Skills and Abilities	
<ol style="list-style-type: none"> <li>Knowledge around mental health and recovery approaches in mental health work.</li> <li>Knowledge, proven skills and/or training in working with service users on a one-to-one basis using appropriate theories, methods and skills to promote individual service users' ability to better manage their problems and difficulties.</li> <li>Able to work with service users to construct good assessments of needs for services/personal development.</li> <li>Knowledge and skills in working in groups and an understanding of group dynamics.</li> <li>Knowledge of and a commitment to user led services, proactively tackling inequalities and able to facilitate a recovery focus model.</li> <li>Highly motivated and able to learn and understand new concepts and apply new methods, whilst taking responsibility for their own personal development. Willingness to seek advice appropriately, to accept supervision and training as required.</li> <li>Ability to learn and use digital and social media applications in work.</li> <li>Good written and verbal communication skills, IT and digital skills and good personal effectiveness.</li> <li>Team player with ability to work effectively within own team, organisation and partners.</li> <li>Good insight into and able to proactively self-manage and take responsibility for own mental health and well-being.</li> <li>Ability to travel to sites across West Sussex – independent means of transport required.</li> </ol>	

I have read and understood the Job Description, Person Specification and Competencies/Indicators required for my role and agree to fulfil the requirements of this role.

<b>Signed:</b> <b>Staff member</b>		<b>Date:</b>	
<b>Signed:</b> <b>Line Manager</b>		<b>Date:</b>	