



Peer Support (Black, Asian and Minority Ethnic) BAME Development Worker

Employer: Light Peer Support Limited

Hours of work: 12 hours per week (days/times negotiable)

Salary: £8.91 per hour

Responsible to: Peer Support Co-ordinator

Location: Mixture of home working, working across Sheffield/Rotherham & Doncaster and head office (Sheffield)

Fixed term – until 31st August 2022

Background:

Light is a peer support charity that was set up in 2010 and aims to provide support to women and families who are affected by perinatal mental illness, to raise awareness and promote partnership working, providing information and an accessible information network. Light strives to ensure its services are responsive to the needs of women and families from diverse backgrounds. Light is thrilled to have secured funding to enable development work to improve our peer support service to our BAME mothers and families and address the cultural and communication barriers which may impact on access to our services and compound perinatal health inequality. This is an exciting opportunity to become part of a growing charity, develop new skills, meet new people, and enable and continue to develop cultural sensitivity in our peer support offer.

The Role

The Peer Support (BAME) Development Worker will take forward work to develop a culturally sensitive peer support offer, by researching, developing and delivering a wide range of interventions that inspire others and encourage them to engage in activities and opportunities available to support recovery from emotional and perinatal mental health issues. An understanding of the particular cultural needs of BAME communities is essential. The Peer Support Development Worker will act as link worker between Light, South Yorkshire and Bassetlaw Perinatal Mental Health Service and South Yorkshire and Bassetlaw Birth in Mind Service and other stakeholder groups. The Peer Support Worker will support the recruitment of new volunteers to develop the capacity and facilitate the delivery of culturally sensitive peer support. The Peer Support Development Worker will provide one to one peer support to mothers and fathers and establish support groups in response to identified needs, ensuring the groups run smoothly either virtually or in person (Covid-19 restrictions permitting). As this role is peer support you must have lived experience of perinatal mental health issues/birth trauma and /or experience of providing peer support to women and their families in the perinatal period will be required. It is important that you feel well enough to be able to offer support to families who are struggling with such feelings now. Light is an experienced provider of peer support, you will be supported in the role by the peer support co-ordinator and the Light team.

We would especially love to hear from potential applicants who themselves identify as being part of the BAME communities.

Main Responsibilities:

- To research and implement culturally sensitive activities with the aim of improving mental health outcomes and recovery for our BAME mothers and families.
- To shape and develop the BAME peer support approach within Light based on ongoing learning about what is helpful and successful.
- To network and work collaboratively with community groups and relevant stakeholders to engage with BAME mums and families, raising awareness of perinatal mental health and support available.
- To develop and deliver awareness raising programmes and sessions about perinatal mental health issues to local BAME communities and health professionals
- To support the improvement of the cultural competence of the Light team
- To attend and participate in multidisciplinary meetings as required
- In conjunction with the Peer Support Co-ordinator ensure the timely and appropriate response to referrals
- To develop, co-ordinate and run Light peer support groups, working with the Peer Support Coordinator.
- To offer structured peer support on a one basis as required.
- To be involved in Light's staff and volunteer's training and development, participating in the delivery of training and awareness sessions.
- To work with the Volunteer Co-ordinator to recruit, induct and co-ordinate Light volunteers.
- To participate in supervision sessions
- To undertake administration duties related to the role and the team
- To support the acquisition of service user feedback and process the related data.
- To work closely with the team to ensure the smooth operation of the charity.

Person Specification

Requirement	Essential	Desirable
Education/ Qualification	Good standard of education (GCSE, NVQ or equivalent)	
Experience	Experience working/volunteering with mothers/families in a social/health/educational environment	Experience in the charity/voluntary sector
	Experience of working with BAME communities to reduce health inequalities and improve health outcomes	
	Experience working with volunteers	Use of social media as a means of offering support/engaging with people
	Experience of peer support	Qualification or formal training in peer support of volunteer management
	Lived experience of perinatal mental health issues/birth trauma and /or significant experience of providing peer support to women and their families in the perinatal period	

Skills, Knowledge & Abilities	Good written and verbal communication skills and ability to present information clearly	Use of car for work and a full driver's licence
	Confident and effective communicator with the ability to communicate effectively across cultural boundaries	Fluency in language/s in addition to English
	Ability to work on own initiative and be a strong and flexible team member	
	Good standard of written and oral communication	
	Empathy, patience and sensitivity to be able to support people	
	Ability to liaise effectively with other services and professionals	
	Knowledge of the health and social care services	
	Ability to research the support available in the community	
	Good organisational/administrative and IT skills	
	Understanding of and commitment to Equality & Diversity	
	Computer competency, experience of Microsoft Office, Word/Excel	
	An awareness of issues relating to lone working and effective management of personal and professional boundaries	
	Knowledge of legislation/policies relating to children and families for example safeguard	
	Knowledge/Interest in women's mental health	
	Understanding of client confidentiality	
	Understanding of, and commitment to, equality, diversity and inclusion	
Personal	Ability to travel around the Sheffield, Rotherham and Doncaster.	
	Ability to work flexibly and respond to changing requirements	

As the role develops, you may be required to undertake additional duties not listed here but considered to be in accordance with the overall aim and objectives of the post.

This post will be subject to an enhanced DBS check which will be paid for by the charity. All staff are required to engage in regular supervision and appropriate training will be offered.

Leave Policy

Staff who work 5 days a week are entitled to 23 days paid holiday per year, part time staff allowance will be pro-rate. Bank holidays are not included in the 23 days. Staff are permitted 8 bank holidays per year in addition to the 23 days, these will be calculated pro-rata for part-time staff