Job Description	Family Hub (FH)/Start For Life (SfL) Perinatal Mental Health (PNMH) Peer Support Worker
Employer	Light Peer Support Limited
Hours of Work	20 hours a week
Salary	Salary range £12,698 -£13,655
Reports to	FH/SfL PNMH Peer Support Co-ordinator
Responsible to	PNMH Peer Support Service Manager
Location	Knowle House, Sheffield S2 3QE/Specified Sheffield City Council Family Hub

Background and our history

Light is a mental health peer support charity, set up in 2010, which has grown to support parents and their families across South Yorkshire. We're led by our passion to support mental health during pregnancy and beyond for all families from all communities.

From our hub in Sheffield, we work with families who are experiencing emotional and mental health difficulties in the perinatal period, working in partnership across the statutory and voluntary sector to raise awareness of perinatal mental health difficulties and the support available.

We're committed to providing services that embrace diversity to support equity in service access and promote equality of opportunity.

Background to this role

Sheffield City Council, as part of the national Family Hub and Start for Life Programme commissioned Light to provide a perinatal mental health peer support intervention programme; able to support people with emotional and mental health difficulties, such as anxiety, low mood, postnatal depression and or parent- infant relationship difficulties.

The programme will enable Light to support more families who are affected by perinatal mental health issues through the provision of peer support via groups, one-to one support, telephone, videocall and email support in their own locality.

Integrated services are being delivered in Family Hubs, ensuring that perinatal mental health (PNMH) peer support alongside other aspects of family support is available locally right across the city of Sheffield.

The role

The PNMH Peer Support Worker will provide PNMH Peer Support to women and families who have self-referred or have been referred to Light. You will be linked to one or more of the seven Sheffield City Council Family Hubs, supporting the delivery of a locality based PNMH peer support offer. This will involve the delivery of group support and the offer of structured 1-1 support, responsive to the needs of service users in each Family Hub Locality.

You will use your own lived experience of mental health recovery, using this in a positive way in to support and encourage others on their own recovery journeys. This will include use of appropriate self -disclosure to provide inspiration and hope to people using the service.

You will develop effective working relationships with partners in the statutory, voluntary and community sector contributing to the success of the locality Family Hubs/SFL offer.

You will work collaboratively with service users and other service providers to enable the service user to connect into community resources, building resilience and improving wellbeing. You will also ensure that services are tailored to individual's needs facilitating equity of access.

You will be joining a team of PNMH Peer Support Workers and Peer Support Co-ordinators working across Sheffield and South Yorkshire delivering PNMH Peer Support Services always acting to promote the vision of Light. You will act as an ambassador for Light in the Family Hub/Start for Life Programme within a specified Family Hub locality.

Main Responsibilities:

Peer Support Practice

- Deliver a range of 1:1 individual PNMH Peer Support Sessions in person, by telephone, videocall or by email/text as agreed with the service user.
- Model principles of hope, recovery and self -belief in all aspects of work with parents, parents to be and other family members.
- Share coping, self-help and self-management techniques as appropriate with parents/parents to be and other family members.
- Plan and deliver PNMH peer support group sessions ensuring the venue is warm welcoming and risk management controls are in place.
- Contribute to the development of targeted peer support offers, for example parents with care experience, families with infants with Special Educational Needs, parents from under-represented groups, support for dads, LGBTQ+ parents, co-parents, people with loss experience (s)
- Deliver agreed targeted PNMH peer support offers which are a fit with your lived experience and/or peer support experience.
- Participate in engagement activities to enable timely access to PNMH peer support.
- Hold a caseload of service users who are receiving 1:1 support / group support.
- Comply with your agreed job plan ensuring it is up to date with your current caseload.

- In conjunction with Light's Peer Support Co-ordinators you will contribute to the management of referrals to Light, responding to enquires and referrals whenever possible by contact with potential service users in their own locality.

Family Hub/SfL Programme

- Support parents in understanding the emotional and mental health needs of their infants and promote secure attachment for their child, ensuring liaison with /referral to the PAIRS service or other services as necessary.
- Support parents/expectant parents to access other services to meet their needs, raising awareness of locality-based Family Hub services.
- Build relationships within the specified Family Hub and locality, making contact with relevant statutory, voluntary, community and faith sectors organisations who can support timely access to PNMH peer support services.
- Establish and maintain effective relationships and connections with other organisations to ensure families can access co-ordinated support.
- Within the specified Family Hub locality participate in Family Hub/SfL Programme's partnership meetings.
- Recommend new locations for group and 1-1 support delivery in localities.

Awareness Raising & Communication

- Communicate the vision and role of Light to the public, other organisations and services users.
- Promote Light's PNMH peer support service offer within your Family Hub locality, , developing local referral pathways to Light's services; capturing enquiries and referrals at the earliest opportunity.
- Develop and deliver PNMH awareness and local Family Hub events that promote Light's hub based PNMH offers and raise awareness of the Family Hub/Sfl PNMH offer.
- Promote volunteering and peer buddying opportunities within the specified Family Hub locality.
- Contribute to Light's on online peer support forum.

Training & Development

- Ensure your PNMH peer support sessions are consistent with the Perinatal Peer Support Principles developed by the Maternal Mental Health Alliance.
- Identify and respond to your training/development needs.
- Undertake Peer Support Worker training when offered
- Participate in the Sheffield City Council Family Hubs/SfL early years training offer.
- Undertake reflective practice, caseload management supervision and group supervision to support practice development.

Policies and Procedures

- Provide out of office hours peer support sessions as required by FH/SfL contract requirements if required.

- Undertake risk assessment as required, ensuring a safe environment for service users, peer support workers and volunteers

- Maintain contemporaneous service users records and completion of all relevant data fields within the service user CRM (Microsoft Dynamics)

- Comply with Light's policies and procedures including HR, Health & Safety, Information Governance, Data Protection, Finance, Safeguarding and Peer Support Practice

PERSON SPECIFICATION – Family Hub (FH)/Start for Life (SfL) PNMH Peer Support Worker

Requirements	Essential	Desirable	Assessed
Education and Training	• Good standard of education (GCSE, NVQ or equivalent) • IT literacy	• Educated to degree level or demonstrate equivalent skills • Qualification or formal training in peer support/equivalent experience	Application Form
Knowledge and Experience	• Lived experience of emotional or mental health problems associated with pregnancy/parenting in the perinatal period. • Knowledge and understanding of how mental health issues can impact on relationships within the family and attachment between parents and children • Good understating of safeguarding procedures	• Experience of working with people and families in the perinatal period delivering perinatal mental health peer support. • Experience of working for a charity • Experience working with volunteers • Working understanding of health and safety, confidentiality, data protection and information governance • Experience of developing and implementing support plans for parents/parents to be and other family members • Experience working in mental health/ early years/education settings • Experience of working with parents/parents to be • Experience of using electronic record systems for service user records. • Experience of working with under-represented groups	Application Form Interview
Skills and Abilities	• Strong interpersonal and communication skills and the ability to engage with people and build rapport • Able to be resourceful, proactive and solution focused when necessary		Application Form Interview

Personal Qualities	• Able to work autonomously • Able to establish personal credibility • Professional, calm and efficient manner • Emotional Resilience	• Fluency in a language(s) other than English	Application Form Interview
Other Requirements	• Willing to work flexibly as required with an expectation of occasional out of office hours work (which will be scheduled in advance) • DBS Check • Ability to travel across Sheffield	• Access to a business insured vehicle • Car driver • Full driving licence	Application Form Interview DBS

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

The post will be subject to an enhanced DBS check which will be paid for by the charity.

Leave Policy - Staff who work full time 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 also entitled to 8 bank holidays per year in addition to the 23 days, these will be calculated pro-rata for part-time staff

Living our Values - Shared Statement

All our team's behaviours reflect, whole heartedly, **LIGHT's** values:

Listen

- Listening to each person as an individual and relating to them without judgment
- Seeking to understand and value what you hear and showing compassion and kindness at all times
- Actively taking account of the needs and views of others
- Understanding and supporting the benefits that diversity brings to us all

Integrity

- Always being honest, truthful, trustworthy, loyal, fair, and sincere
- Being open, honest, of good character and straightforward
  Encouraging and valuing feedback from others
- Being reliable, by always delivering the care and support you commit to
- Being open and honest about when things have not gone well
- Raising concerns and reporting incidents that arise

Generosity

- Sharing your own lived experience and how you got through it
- Willingness to share your time and resources with others

Humanity

- Treating all people with compassion, empathy, understanding, tolerance and kindness

Teamwork

- Actively take account of the needs and views of others
- Being a team player and supporting your colleagues
- Listening carefully to others opinions and communicating yours clearly
- Responding positively to differences of opinion

March 2025