

# Job Description and Person Specification

## Peer Support Worker (Enablement & Recovery)



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|---------------------------|--------------------------------------------------------------------------------------------|
| <b>POST:</b>              | <b>Peer Support Worker (Enablement &amp; Recovery)</b>                                     |
| <b>LOCATION:</b>          | <b>Clayton and Shipley with some community based across Bradford District</b>              |
| <b>GRADE / SALARY:</b>    | <b>D1 £27,294.18 FTE per annum (an actual salary of £20,743.58 per annum)</b>              |
| <b>HOURS:</b>             | <b>28.5 hours per week, shifts covering 10am–8pm, 365 days per year including weekends</b> |
| <b>CONTRACT DURATION:</b> | <b>Fixed term to 31 March 2027</b>                                                         |
| <b>ACCOUNTABLE TO:</b>    | <b>Team Leader (Enablement &amp; Recovery)</b>                                             |

### **Purpose of the Job:**

To provide structured, recovery-oriented rehabilitation support to adults with severe and enduring mental health conditions living in an Enablement, Recovery and Rehabilitation Service. Working in partnership with Bradford District Care NHS Foundation Trust, Adult Social Care, Horton Housing and Care Housing, the role focuses on enabling people to rebuild skills, confidence and independence in preparation for living well in the community.

You will work collaboratively with the Community Rehabilitation Team (Occupational Therapists and other clinicians) to deliver person-centred, evidence-based interventions that promote recovery, wellbeing, and social inclusion for up to 14 residents.

### **Main Duties:**

- Deliver structured one-to-one and group-based rehabilitation sessions that support recovery goals, build daily living skills and enhance independence.
- Use recovery-focused approaches and evidence-based outcome measures with clients to promote wellbeing, motivation and meaningful interventions.
- Work collaboratively with the multi-disciplinary team (including OTs, Psychologists, CMHTs, and Adult Social Care) to support individual rehabilitation care plans and lead on caseworker review meetings.
- Support individuals to develop and maintain skills in areas such as self-care, household management, budgeting, community participation and vocational or educational activity.
- Encourage engagement with community based support, wellbeing and therapeutic groups that foster social connection and personal growth.
- Promote and model recovery values, drawing appropriately on lived or learned experience to inspire hope and independence.

- Maintain accurate, reflective, and timely records in line with service standards and professional expectations.
- Participate in team meetings, supervision, and multi-agency reviews to ensure consistent, coordinated rehabilitation planning.
- Uphold all safeguarding and risk management procedures, escalating concerns appropriately.

#### **Values and Behaviours:**

- Create and maintain a culture of respect always challenging and rooting out discrimination and stigma.
- Demonstrate a consistent belief in people and tenacity in supporting people to improve their future.
- Be passionate about our work and inspire others to feel the same.
- Be committed to doing things well and always look for opportunities for improvement.
- Model excellent partnership and team working.

#### **PERSON SPECIFICATION**

Listed below are the knowledge, experience skills and values you'll need to do this job, we will assess these through your application or through tests or interviews after shortlisting.

| <b>Knowledge</b>                                                                                              | <b>Method</b>                 |
|---------------------------------------------------------------------------------------------------------------|-------------------------------|
| Qualifications to GCSE Grade 4 or above, or significant equivalent experience                                 | <b>Application</b>            |
| Awareness or knowledge of the challenges facing people who have difficulties relating to their mental health. | <b>Application Assessment</b> |
| Knowledge of the potential role of peer support in mental health services                                     | <b>Assessment</b>             |
| Understanding of the impact of stigma and discrimination in relation to mental health.                        | <b>Assessment</b>             |
| <b>Experience</b>                                                                                             |                               |
| Lived experience of mental health either personally or as a carer                                             | <b>Application Assessment</b> |
| Experience of working with people with severe mental health difficulties                                      | <b>Application Assessment</b> |
| Experience of managing a client caseload and recording client notes                                           | <b>Application</b>            |
| Experience of working in a peer support role or of mentoring others                                           | <b>Application</b>            |

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|--------------------------------------------------------------------------------------|-----------------------------------|
| Experience working alongside people to achieve personal goals and develop new skills | <b>Application<br/>Assessment</b> |
| Experience of using IT systems to record client notes                                | <b>Application</b>                |
| <b>Skills</b>                                                                        |                                   |
| Non-judgmental and supportive interpersonal skills                                   | <b>Assessment</b>                 |
| Ability to have difficult conversations and maintain good relationship               | <b>Assessment</b>                 |
| Good IT skills including Word, Excel, Outlook and client data bases                  | <b>Application</b>                |
| <b>Values</b>                                                                        |                                   |
| A firm belief that all people matter and deserve respect                             | <b>Assessment</b>                 |
| An evidenced belief that everyone can change                                         | <b>Assessment</b>                 |
| A track record of delivering on your commitments                                     | <b>Assessment</b>                 |
| A personal commitment to equality, diversity, and inclusion                          | <b>Assessment</b>                 |