

JOB DESCRIPTION

Job title:	Peer Support Worker
Service:	Start for Life Medway Perinatal
Salary:	Grade 2 (lower) point 11 - 15
Hours:	22.5 hours per week (part-time)
Location:	Medway, Kent
Responsible to:	Peer Support Coordinator

Summary of job:

The Start for Life Perinatal and Infant Relationships project is an exciting opportunity to be a part of a well-established team already supporting families during pregnancy and up to when their child is three years old. The programme's objective is to join up and enhance services delivered through transformed family hubs in local authority areas, ensuring all parents and carers can access the support they need when they need it. As a Peer Support Worker you will work alongside the team to deliver 1-2-1 support, in service users homes and out in the community. This role provides an opportunity to be involved in a holistic approach to Perinatal Mental Health, offering well-being support to a wide range of families with young children and babies.

Key tasks and responsibilities:

1. Work alongside the team to deliver a range of 1-2-1 support to facilitate parents' understanding and awareness, to understand the emotional needs of their infants and to promote a secure attachment.
2. Work alongside other Peer Support staff across a variety of external agencies, building a consistent approach and strong working relationships. Building relationships with statutory and voluntary agencies to ensure that parents receive coordinated support.
3. Be involved in the planning, organisation, and delivery of evidence-based group work with parents and their babies. Supporting the development of resources in specific areas, Anxiety Management, Intrusive Thoughts, etc to deliver to families.
4. Build a keen understanding of Group Work offered within Targeted and Universal Services to ensure that families being supported individually can also integrate into group support.
5. Ensure you keep consistent communication with the families we support, working alongside the wider team to maintain engagement in other support offered by our service.

6. To undertake child-focused assessments in partnership with parents to establish an understanding of the child and parent's needs, any existing or potential risk and to gain knowledge of the 'Childs' lived experience' and parental challenges.
7. Using information gained through the assessment to develop a child centered, targeted, trauma informed whole family outcome focused plan and risk assessment with parents for their engagement with the service.
8. Monitor, review, and update plans with parents, utilising critical analysis, outcome evidence, and triangulating information; stepping up/down cases and making onward referrals for specialist support and interventions, where appropriate.
9. To keep timely and accurate records of your work and adhere to confidentiality, safeguarding and information sharing protocols.
10. To prioritise the safety, wellbeing, and healthy development of children through effective observation and assessments and by always following safeguarding procedures and guidelines (Family Action and Medway Council. Including raising safeguarding concerns with colleagues and managers, making referrals to Children's Social Care and or the Police if required and playing an active part in professional networks for children subject to CIN or CP (Child Protection) plans.
11. To play an active part in the team, working collaboratively to ensure the smooth running of the service, as well as developing your perinatal knowledge and understanding.
12. To participate and contribute to meetings with external agencies, to advocate in meetings on behalf of families and, where appropriate involve families in such meetings.
13. Work closely with the Perinatal P 2 3 Support Worker to support families who have disengaged from group support and may need more targeted 1-2-1 support alongside a group of volunteers to identify support for the family to access.
14. To undertake training according to the needs of the service.
15. To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by:
 - a) Being **people** focused
 - b) Reflecting a '**can do**' approach
 - c) Striving for **excellence** in everything we do
 - d) Having **mutual respect** for everyone we work with, work for and support through our services
16. To ensure you have an understanding (appropriate to your role) of and comply with Family Action's procedures for promoting and safeguarding the welfare of children and vulnerable adults.

17. To comply with Family Action's Diversity & Equality Policy and our Ethical Policy in every aspect of your work and positively promote the principles of these policies amongst colleagues, service users and other members of the community.

18. To comply with Family Action's Health and Safety Policy, Data Protection Policy and to protect your own and others' health, safety, and welfare.

19. To work flexibly as may be required by the needs of the service and carry out any other reasonable duties as required.

20. To be willing to work outside normal core hours [9am-5pm], evenings and early mornings and occasional weekend working.

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Person Specification

Education, Qualifications and Background	
1.	Qualification in Health and Social Care, youth work, early years and childcare, counselling, or a relevant professional qualification equivalent to NVQ Level 3
2.	Demonstrable experience of support work including group work delivery.
Abilities and Skills	
3.	Professional experience with children, young people, and their families, including up to date knowledge and experience of risk management procedures. Person centred, Restorative and solution focussed theories and practise.
4.	Knowledge and understanding of integrated working practices and the range of services and agencies to involve, including excellent partnership working.
5.	Experience of working as part of a multidisciplinary team, information sharing protocols and commitment to reflective practice and effective supervision.
6.	Excellent assessment skills, with the ability to produce effective outcome focused plans for families with complex needs.
7.	An understanding of the impact of discrimination and social exclusion on the lives of children and families and how this will be addressed through service provision as well as employment and volunteering opportunities.
8.	Knowledge of child development and understanding of attachment, ability to communicate with parents and carers about importance of attachment and bonding with your baby.
9.	Understanding of how maternal mental health issues can impact on relationships within the family and attachment between mum and baby
10.	Understanding of services available and professionals working with 'parents to be' and new parents within Medway.
11.	To be able to evidence Family Action's values at all times, which underpin Family Action's mission of 'building stronger families' by: <ul style="list-style-type: none"> • Being people focused • Reflecting a 'can do' approach • Striving for excellence in everything we do • Having mutual respect for everyone we work with, work for and support through our services
12.	Demonstrable experience of work alongside families in their homes, at Family Hubs, local children Centre's and the wider community offering practical and emotional

	support, enabling families to help themselves, and supporting adults in their role as parents or carers.
13.	The ability to communicate clearly and professionally through a variety of mediums with parents/carers, children, staff and professionals and excellent verbal, listening and presentation skills, including basic IT skills.
14.	Willing to work flexibly including early morning, late evenings, and occasional weekends.
15.	Full clean driving license and have access to vehicle with car insurance that includes business use for work purposes and ability to travel within the region.