



MENTAL HEALTH & WELLBEING PRACTITIONER (PEER) RECRUITMENT PACK

Welcome to Penumbra:

Thank you for wanting to join our team. At **Penumbra Mental Health**, we pride ourselves on being a great place to work where you can grow and thrive in a supportive team.

Penumbra is one of Scotland's largest mental health charities. We support around 1800 adults and young people every week and employ 450 staff across Scotland.

Founded in 1985, we work to promote mental health and wellbeing for all, prevent mental ill health for people who are 'at risk', and to support people with mental ill health to live fulfilling lives.

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About Us

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. We champion peer workers; they know that recovery is possible, because they've been there too.

The power of people's lived experience enables us to provide pioneering services which transform lives. Find out more here: penumbra.org.uk

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our mission is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

We live and breathe our values



Compassion

Courage

Curiosity

Collaboration

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. So, good luck with your application!

Vision

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

Our vision is aspirational, ambitious and hopeful. It gives a view of what we aim to achieve

Mission

We will deliver exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

Our mission explains how we aim to achieve our vision. It is the reason we exist.

Values

Our values set our behaviours and actions. These underpin everything we do.

Courage

We will do the right thing. Standing up for people, their rights, wellbeing and recovery

Compassion

We listen and respond with hope, kindness and respect

Curiosity

We explore, reflect, learn and adapt to create solutions that are best for people's wellbeing

Collaboration

We will work with those who share our vision and values

STRATEGIC AIMS

Our aims describe how we direct our activities towards delivering our Mission

To make a **positive** difference to people's **recovery** and mental wellbeing.

To value, support and involve **our people**.

To be **innovative** and creative in all that we do.

To continuously learn and **improve** our practice and processes.

To be thought and practice **leaders** in recovery and mental wellbeing.

Advertisement

Mental Health & Wellbeing Practitioner (Peer)

Location: Central Aberdeenshire – to include Ellon, Fyvie, Oldmeldrum, Inverurie, Kemnay, Huntly, Inch, Rhynie, Alford, Strathdon.

Salary: £22,426 - £23,635 per annum (£11.50 - £12.12 p/h equivalent)

Permanent

If you are looking for a rewarding career and to work within an inspirational team that really does make a difference, this is your opportunity to join us as we launch an innovative new service across Aberdeenshire.

WELL Aberdeenshire (Well Empowered Linked Locally) will provide direct access to a community-based team of Practitioners and volunteers. The team will work with Partners to provide short-term support and will connect people to appropriate support agencies and community resources. The team will also develop peer networks so that people have access to support within their local areas from people with lived experience.

As a Mental Health & Wellbeing Practitioner (Peer), you truly will have the ability to influence what we do, developing and implementing your ideas to showcase what you can achieve, which will make a difference to the people we support.

Your unique knowledge and understanding gained from managing your own mental health challenges will all be called upon within this brand-new post; we recognize and value how transferable and insightful learning from previous life experiences can be. With passion, and compassion, you will bring creativity and positivity to finding ways to reach out and empower people.

We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

Job Description: Mental Health & Wellbeing Practitioner (Peer)

Service:	WELL Aberdeenshire
Responsible to:	Service Manager
Salary:	£22,426 - £23,635 per annum (£11.50 - £12.12 p/h equivalent)
Working hours:	37.5 hours per week
Location:	Central Aberdeenshire – to include Ellon, Fyvie, Oldmeldrum, Inverurie, Kemnay, Huntly, Inch, Rhynie, Alford, Strathdon.
Closing:	Friday 23 rd September 2022 at 7pm
Interview:	Wednesday 28 th September 2022
Special condition:	Driving license and access to car desirable. Will involve lone working and local travel

Job summary:

As a Mental Health and Wellbeing Practitioner (Peer), you'll make a difference to people's lives every day. This role has been developed specifically for people who have lived experience of mental health problems. Through sharing learning from their own experience, peer workers will inspire hope and belief that recovery is possible. Within a relationship of mutuality and information sharing, Practitioners will promote self-management and opportunities for improved health and wellbeing.

Main duties and responsibilities

- Establish an effective relationship with people who use the service in accordance with Penumbra's policies and procedures.
- Develop outcome-based personal recovery plans for each supported person that promote self-management and social inclusion.
- Co-ordinate delivery of recovery focused support.

- Provide practical support and supervision to Mental Health and Wellbeing Workers and/or Peer Workers as required.
- Develop effective relationships with other groups and agencies in your area and take opportunities to promote mental health awareness in the wider community.
- Be responsible for maintaining the relevant systems of documentation.
- Provide accurate information and reports as required.
- Provide formal input to Care Management reviews as required.
- Be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- Participate in training activities and meetings as required.
- Uphold Penumbra’s Code of Practice.
- Register with the SSSC as appropriate (Supervisor) and maintain post-registration training and learning log to meet ongoing registration requirements.
- Other duties, deemed appropriate to this grade, as and when required.

Person Specification

Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • SVQ 3 or equivalent as defined by the SSSC, or a commitment to achieve within 12 months of starting the role • Willingness to undertake and complete the PDA in Mental Health Peer Work <p>Desirable:</p> <ul style="list-style-type: none"> • Completion of the PDA in Mental Health Peer Work or a relevant course in Peer Work • Completion of Peer Support Worker Training (e.g. Meta Services Peer Employment Training or other similar peer support training)
Knowledge and Experience	<p>Essential:</p> <ul style="list-style-type: none"> • Personal lived experience of mental health recovery • Understanding of the issues and concerns for people accessing mental health services • Understanding of the issues that may be particular to young people • Experience of working in person centred approach

<p>Core Competency – Working with Others</p>	<p>Essential:</p> <ul style="list-style-type: none"> • To work co-operatively and effectively with people who use our services, carers, professionals and all other agencies • Builds co-operative relationships, develops networks and promotes partnership working with other professionals • Be a lead member of the peer team and contribute in a positive and solution focused manner • Ability to work in an enabling and creative way
<p>Core Competency – Learn and Apply</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Willingness to reflect on work practice and be open to constructive feedback • To identify personal development needs through recovery focused supervision facilitated by the line management structure • Is aware of own strengths and development needs. • Demonstrates commitment to keeping own and others knowledge, understanding and skills up to date. <p>Take an active role in:</p> <ul style="list-style-type: none"> • Local and national Penumbra and our partners’ peer network and multi-disciplinary meetings and events • Peer networking groups
<p>Core Competency – Communication</p>	<p>Essential:</p> <ul style="list-style-type: none"> • To be computer literate or demonstrate a willingness to learn • Speaks and writes clearly and accurately and ensures the message is understood • Ability and willingness to share personal story of recovery in a professional manner • Conveys sensitive or contentious information tactfully • Explains clearly and accurately issues, policies, procedure and other pertinent information •
<p>Core Competency – Managing Self</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Ability to manage own mental health and wellbeing and to lead by example • Ability to plan and prioritise own workload • Is open to change and continually improving practice

	<ul style="list-style-type: none"> • Has the awareness of when to ask for help, and has the confidence to do so where appropriate • Awareness of self-help and self-management resources and the benefits they can bring to self and others • Sustains effort to overcome obstacles and feelings of frustration, and is able to maintain a positive view • Engages in open and reflective debate and provides constructive comments about proposed changes • Takes responsibility for managing own work life balance
<p>Core Competency – Professionalism</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Demonstrate a commitment to both Penumbra and partnership principles and values • Work to policies, procedures and relevant legislation • Maintain sound ethical and professional standards at all times • Understanding and maintaining professional boundaries at all times • Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know • Project a positive image of Penumbra and associated partners at all times • Is proactive in identifying areas for improvement and implements creative developments • Manages time effectively to ensure tasks are completed and deadlines are met • Plans ahead for meetings and busy periods • Ensures the delivery of efficient, effective, high quality services • Acts as a role model by setting clear standards for service delivery • Register with the Scottish Social Services Council (SSSC) as appropriate, or other relevant professional body as required
<p>Core Competency – Supporting People</p>	<p>Essential:</p> <ul style="list-style-type: none"> • To work alongside people to encourage and enable them to achieve self identified goals, to exercise choice and develop greater control in their lives, resulting in increased self-belief and self-esteem • Willingness to train in and use the Hope framework

	<p>(I.ROC[®] and the Hope Toolkit) to facilitate a person-centred recovery approach</p> <ul style="list-style-type: none"> • Support peoples rights to control their lives and make informed choices about the services they receive • Supports people in line with organisational values, policies and procedures • Understands recovery and works with a recovery focused approach • Promotes the right to self-determination, while protecting people, as far as possible, from danger or harm • Protects the rights and promotes the interests of people who use the service
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Conditions and Remuneration

Salary Package

£22,426 - £23,635 per annum (£11.50 - £12.12 p/h equivalent)

Holiday

33 days per annum pro rata including public holidays, rising to 38 after 5 years' service

Pension

5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme.

Benefits

- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme, offering free counselling for you and your family
- Employee Discount Scheme
- Death in Service benefits
- Full training and professional development

And so much more!

Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Nadine Weiland-Jarvis at Nadine.weiland-jarvis@penumbra.org.uk or via **07799 313738**.

For more on our who we are visit: penumbra.org.uk

For more opportunities across our teams visit: penumbra.org.uk/careers

