



Job Description

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| Job Title: | Peer Support Worker |
| Salary: | £16,380.00 per annum |
| Immediate Supervisor: | Lived Experience Manager |
| Hours of Duty: | 25 hours per week in accordance with service requirement. |
| Location: | The Borough of Rochdale |
| Staff Benefits: | <p>25 Days Annual Leave, rising with extended service to 32 days per year, plus statutory bank holidays, all pro rata</p> <p>Auto-enrolment Pension scheme with 3% contribution from the organisation</p> <p>Within reason, we offer Flexible working arrangements to help balance work and personal commitments.</p> <p>We offer ongoing training and development opportunities</p> <p>We are committed to providing wellbeing opportunities in support of staff, including an Employee Assistance Programme.</p> |
| Any Special Conditions of Service: | <p>All service delivery will model the belief that we all have the potential to make positive change and to lead meaningful and purposeful lives.</p> <p>All staff will contribute to the ongoing development of an ambitious and inspirational culture and provide hope, empowerment and choices that support individuals to thrive and reach their full potential.</p> <p>To support this we embrace our values of:</p> <p>Open – We reach out to anyone who needs us.</p> |

Together – We are stronger in partnerships.

Responsive – We listen, we act.

Independent – We speak out fearlessly.

Unstoppable – We never give up.

Summary of Main Duties and Objectives of the Job:

The Mental Health Peer Support Worker will use lived experience and knowledge, acquired through their own experiences of mental health issues and care services, to give people facing similar challenges the right level of support and respect.

The Peer Support Worker will offer a supportive, non-judgemental, person-centred approach. The role will centre around working face to face with individuals, talking, listening, and connecting with them to offer hope, encouragement and focus on their mental health and wellbeing needs.

1. Representing the voice of lived experience within community organisations, including the Rochdale and District Mind team, and advising colleagues in team case discussions.
2. Meeting individuals to have initial conversations around mental health issues and wellbeing.
3. Supporting people who have anxieties around engaging with services, helping people to navigate care and think about their preferences and options.
4. Facilitating peer-led support groups and promoting peer opportunities within community settings, including Rochdale and District Mind.
5. Assisting with shaping culture, practice and new ideas for services within the community, based on lived experiences.
6. Supporting individuals who use mental health and emotional wellbeing services, including Rochdale and District Mind's services, promoting their rights and acting as a facilitator, connector and/or navigator for the person they support.
7. Working with individuals to identify and connect with groups, activities or programmes that may improve their mental health and wellbeing.
8. Supporting individuals when they access or express interest in groups, activities or programmes to improve their mental health and wellbeing.
9. Working alongside other mental health and wellbeing workers.

Responsibilities:

1. Be responsible for own safety and welfare in accordance with the Health and Safety Policies of the organisation for service users and volunteers, under the direction of your line manager.
2. To undertake training and other learning opportunities as required and take a shared responsibility for personal development.
3. To work within our policies and procedures for maintaining safeguarding principles whilst working with service users, volunteers and staff, with support from your line manager and the Designated Safeguarding Lead.
4. To maintain an up to date work plan and to regularly meet with line manager for supervisions, appraisals and reviews as necessary
5. To undertake any duties and responsibilities of an equivalent nature, as may be determined by the CEO from time to time in agreement with the post holder and after consultation.

General principles for all Mind staff:

1. To promote the empowerment of people who experience mental health and emotional wellbeing issues and to help them speak out.
2. To support the active participation of mental health and emotional wellbeing service users in the services they receive.
3. To practice anti-discriminatory behaviour and to adhere to Rochdale and District Mind's objectives and policies in the delivery of all its services.

These responsibilities are subject to annual review and may need to be adjusted in line with service developments.

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| Prepared by | Robert Lawrence | Date | 25th September 2025 |
| Agreed by Post holder | _____ | Date | _____ |
| Supervisor | _____ | Date | _____ |
| Chief Officer | _____ | Date | _____ |