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**Job Description**

**Our Voices Peer Worker**

# Job Title: Peer Worker - Our Voices

**Grade:** NJCSCP 9, currently £24,543 per annum, inclusive of Inner London Weighting. Based on 14 hrs per week, this is £9,817 per annum (Inc ILW). Based on 7 hrs per week, this is £4,908.60 per annum (inc ILW).

**Hours:** Part time 14hrs and 7hrs (may include some evenings and weekends)

**Accountable to:** Operations Director - Mental Health Services

**Location:** Tower Hamlets

**Contract Term:** until November 2023

**Closing Date:** 9am, Monday 8th August 2022

**About Mind in Tower Hamlets and Newham**

We are a local, registered charity affiliated to National Mind. The organisation supports those with mental health issues in Tower Hamlets, Newham and Redbridge towards recovery and leading a better life.

**Background**

We work with communities from diverse backgrounds and continually invest in building an inclusive organisational culture with diverse leaders through active Listening, Learning and Leading. Over the last 18 months we have explored racism and discrimination and the impact that this has had on the lives of our clients and staff. We have co-produced a project in Redbridge for Muslim Women in collaboration with the South Woodford Mosque, and we have successfully secured funding for 9 months from National Mind to further develop our work across Tower Hamlets, Newham and Redbridge.

**Purpose of Role**

This is a new role which will work collaboratively with the MITHN's Mental Health Services team to increase access to mental health and wellbeing support for Muslim women across Tower Hamlets, Newham and Redbridge. The postholder will support the development and delivery of our program of in reach, access and engagement and work for seldom heard communities to co design and co-produce bespoke models of interventions with Muslim Women.

A key for this role is an emphasis to enable Muslim women to have increase control and develop resilience in their recovery and to support them in a holistic way to better health and wellbeing.

Our Voices model

The postholder will work with the Our Voices Team to successfully implement and support the delivery of the Our Voices project to set up a network of peer groups across the three boroughs and identify models of mental health and wellbeing that are culturally aware and appropriate for the client group. The post holder will work with local Muslim women and community groups to reduce the stigma and barriers to accessing support for women’s mental health and support the facilitation of peer support groups across the network. Our aim is to create "safe spaces" for Muslim women to share their challenges and experiences of mental health and wellbeing within their community, share their stories through the process of storytelling and listening to action.

**Key Responsibilities**

**Tasks**

1. To support the Project Coordinator to facilitate culturally and faith appropriate mental health awareness workshops to faith centers and community groups who work with Muslim Women. Host mental health awareness workshops within the mosques and local community groups
2. To develop and build rapport with Muslim women and support recovery which is at the heart of how MITHN works.
3. To support the development and delivery of bespoke workshops, including Confidence building, Tree of Life, My journey through recovery as examples.
4. To promote the "Our Voices" program across Tower Hamlets, Newham and Redbridge
5. To work with Muslim women to identify and set up "safe spaces" within each borough where they can discuss mental health and wellbeing as well as the barriers facing women in their respective communities.
6. To be involved in the Coproduction of the model of delivery and explore the development of the Toolkit with each group and establishing tools for wellbeing that are bespoke to each peer group
7. To support the delivery of community mapping exercises with each peer group to identify what services are accessible and identify gaps in provision.
8. To support the weekly Wellbeing sessions where participants collectively decide the themes which are co-produced.
9. Work with the Our Voices Coordinator and Team to identify peer leaders within each safe space and carry out 1:1's with each potential Peer Leader.
10. To connect "Our Voices" groups with wider opportunities in each borough
11. To work with the Our Voices team to deliver 1:1 Personal development plans with Peer Leaders
12. To work with the Our Voices team to develop opportunities for Peer Leaders to co facilitate groups internally and externally
13. To support the delivery of a collective "Our Voices" Network Listening event, which brings each group together to share their stories and successes.
14. To use personal life experience of mental health and faith in an intentional and professional way.

**Duties required of all Employees:**

# Undertake the induction programme as devised and assist in induction of new staff, if requested to do so

# Attend and participate in staff meetings, team meetings, appraisals, training, and other meetings as required.

# Contribute to the co-ordination, training and support of volunteers as agreed with the CEO and operational manager

# Undertake all duties in accordance with Mind in Tower Hamlets and Newham’s policies, with reference to the Equal Opportunities and Health and Safety policies to maximise safety of clients and staff.

# Undertaking other duties and accepting special responsibilities to maintain or enhance the services delivered by Mind in Tower Hamlets and Newham

# To carry out other duties consistent with the post

# To effectively manage any petty cash or financial issues within the finance procedures laid down.

# This job will be reviewed periodically in line with the organisation’s Business Plan. The role as described is not exhaustive and so there may be other areas which are the responsibility of this role

**Person Specification - Peer Worker - Our Voices**

Outlined below are the experience, skills and knowledge required to carry out the tasks in the job description. Please ensure that you use examples to demonstrate that you meet each individual criteria within the application form

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| No. |  | **Essential/****Desirable** |
| Qualification |
|  | Lived experience of mental health service use – statutory or 3rd sector – as a service user or a carer. | E |
|  | A willingness to work towards a qualification related to health and social or equivalent | E |
| Experience |
|  | Knowledge of mental health services in East London | E |
|  | Experience of supporting Muslim women from diverse backgrounds to build confidence and awareness of mental health and wellbeing  | E |
|  | Groupwork skills to be able to facilitate activities and workshops which are coproduced with people with lived experience | E |
| **Knowledge and Skills** |
|  | Good communication skills and the ability to communicate clearly and persuasively to a wide audience | E |
|  | Knowledge and understanding of the issues facing Muslim women and their families in relation to mental health and wellbeing and the barriers to accessing services. | E |
|  | Understanding of Peer Support and Personal Recovery approaches | D |
|  | Ability to support co-production of solutions alongside people with lived experience | D |
|  | Ability to use Microsoft Office including Word, Excel and PowerPoint. | D |
|  | Ability to maintain accurate records and to provide information required for monitoring  | E |
|  | Good time management and the ability to work as team to meet deadlines | E |

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| Personal Attributes |
| 13. | A leader on equality of opportunity who values diversity and removes barriers to equality | E |
| 14. | Demonstrable ability to engage with people from all backgrounds and with different levels of understanding | E |
| 15. | The ability to be able to take an innovative and solutions-based approach to challenges, whilst considering the thoughts and experiences of others | E |
| 16. | Ability to work with enthusiasm, kindness and to your own initiative  | E |