

Peer Power Youth CIO
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Job Description

Assignment	Peer Engagement Worker
Office Base	London (Victoria) with travel around London and occasionally outside London
Salary	Between £22,113 to £24,774 (dependant upon experience) The salary is worked out at 35 hours per week, and the role is 30 hours per week over four days.
Hours	1 x 30 hours per week over four days or 2 x 16 hours per week To support wellbeing and work-life balance, Peer Power Youth currently operates a four-day week, and offers flexible working.
Leave	Full time equivalent: 25 days and 8 Bank Holidays, plus 2 personal/self-care days, plus 3 days between Christmas and New Year (discretionary and subject to charity needs)
Reporting to:	Youth Engagement & Coproduction Manager
Key purpose:	<p>Peer Power is looking for individuals who bring the expertise of life experience (in particular, experience of justice, health and social care agencies), and are able to empathise with and support young people to influence change in the health and justice system</p> <p>This is an exciting opportunity to play an important role in the development of a young and fast-growing youth charity. Peer support can help young people in their positive journeys, building on strengths and combatting the impact of Adverse Childhood Experiences (ACEs). The post-holder will use their personal experience of involvement with health, justice or social care services and through sharing learning from their own experience (when appropriate), and the experience of others at Peer Power, will act as a positive peer to role model, and inspire hope and belief in recovery and positive futures. They will engage and support young people with a trusted and empathic peer relationship, promote wellbeing activities and increase their engagement, with the aim of with the aim of leading and facilitating a range of peer led groups that focus on improving health & justice.</p> <p>They will promote and demonstrate the values of the charity by being positive, open and honest, actively demonstrating empathy, respect and fairness, and will contribute actively as a key partner in the design and development of our work at Peer Power.</p>

Key tasks	<ul style="list-style-type: none"> • Creatively recruit, support and engage young people who seldom have a voice, and support their participation in decision making and emotional wellbeing workshops • Facilitate workshops in schools, alternative education placements, youth secure settings, youth clubs, children’s homes and youth justice services, and lead speaking events to increase engagement with the project • Maintain positive relationships with all young people, partner organisations, and staff and volunteers at Peer Power • Help individuals identify their own achievable and meaningful goals and contribute to peer support • Model personal responsibility, self awareness, self belief, self advocacy and hopefulness via the telling of own story to inspire and instil confidence in peers. • Share/teach coping, self-help and self-management techniques within the peer relationship. • Support young people and peers to identify and overcome fears and within a relationship of empathy, trust and honesty, challenge negative self-talk. • Facilitate access to community groups and networks that enable service users to participate in community activities • Assist young people in creating either Wellness Recovery Action Plan (WRAP) or Self Care Plans in 1 to 1 or group settings • Abide by the safeguarding policy and behaviour code of conduct whilst working with young people and partners • Take part in evaluation of projects and support peers and young people to do the same, keeping records as requested (e.g. contacts and time spent with young people) • Support Peer Power Trustees to understand and achieve young people’s participation in governance, and help identify the next generation of Peer Power volunteers and peer leaders
General	<ul style="list-style-type: none"> • Professionally and positively represent the organisation at all times • Work both alone and with colleagues in line with Peer Power’s values, policies and procedures to achieve the aims and objectives of the charity • Take reasonable care of your own health and safety and for that of others who might be affected by your work, as required by law (including the Equality Act) and described in the relevant procedures and policies • Maintain appropriate confidentiality with young people, board members, staff, and volunteers • Attend and participate in appropriate meetings, events and training as agreed with your Line Manager • Occasionally work outside of office hours, including evenings and weekends • Ensure the proper use and security of the premises including ensuring that any equipment and materials are looked after and stored safely • Undertake any other duties and reasonable requests in keeping with the nature of this post

Peer Engagement Worker: Role Specification

	Essential	Desirable
Ability to inspire and lead young people	✓	
Can show empathy and understanding with the needs of young people and the issues they face	✓	
Lived experience of justice (YOT/YOS/Probation), social services and/or emotional/mental health services		✓
Understanding of personal self-help, wellness, self-care or recovery, and ability to share with others		✓
Able to make positive and trusted relationships with young people, professionals and the Peer Power team	✓	
Enthusiasm, passion and motivation to help young people to tell their stories, and influence and improve support services	✓	
Enthusiasm, respect for, and a positive view of young people to support their emotional wellbeing	✓	
Able to think of creative ways to engage and support young people	✓	
Good listening and verbal communication skills	✓	
Willing to work as part of the Peer Power team, attend meetings, training and events when required	✓	
Ability to use social media and design publicity to promote activities/events for young people	✓	
Keep accurate written records and report back as required	✓	
Willingness to abide by safeguarding, health & safety and other policies	✓	