



Dear Applicant,

Thank you for your interest in working with Peer Power. This pack contains information about the role, who we're looking for and how to apply.

I founded Peer Power as a response to what children and young people across England and Wales said needed to change to improve support services like youth justice, mental health and social care, and because of my own lived experience of adversity and trauma. We are a small, diverse, warm and open team, and the successful applicant can expect to work in a positive, wellbeing focussed and flexible environment with generous annual leave and training.

We are looking to recruit a Peer Engagement Worker who is brilliant at engaging children, teenagers and young adults through strong, caring and positive relationships. Someone who is committed to social justice and able to support and inspire young people to drive the system change they want to see. They will be able to safely share parts of their experiences and wisdom that will help to inspire hope and belief in others and will recruit, engage and support young people through trusted and empathic peer relationships and facilitate a range of peer led groups that focus on wellbeing, personal development, social action and improving health, social care, violence reduction and justice services.

Having a diverse team is fundamental to our mission. We are embedding anti-racist and anti-oppressive practices across our business plan, projects, policies and recruitment processes and are committed to being an equitable workplace. Our recruitment process is built to eliminate unconscious bias, for example, applications are anonymised before review by the panel. We encourage applications from people who are underrepresented in the charity sector, and particularly those who have lived experience of the systems it is our mission to change, such as in justice, social care or health. You can find out more about our commitment to equal opportunities on the final page of this job pack, along with details on how to contact us if there are any reasonable adjustments you'd like to request.

With my best wishes,

Anne-Marie Douglas – Founder & CEO, Peer Power

 peerpower	Job Description
Role	Peer Engagement Worker (Health and Justice)

Location	Vauxhall Gardens Community Centre (currently some work from home due to Covid)
Salary	£20,111 – 27,000 for Full-Time (35hrs) fixed term contract for one year (with the likelihood of extension, subject to further funding) This role is for 28 hours per week and therefore the salary will be between £16,088 and £21,600
Leave	25 days and 8 Bank Holidays plus 2 personal days and 3 discretionary days between Christmas and New Year (full-time entitlement)
Reporting to:	Youth Engagement and Coproduction Manager
Key Tasks	
Youth Engagement & Connection	<ul style="list-style-type: none"> • Recruit young people who have lived experience of support services (health, justice, social care), build safe and trusted relationships and connecting with them in their communities, at secure settings and at sessions • Prepare, train and facilitate young people’s journeys to being active change makers and having their voices heard and responded to by professionals in different settings • Co-design, co-ordinate and facilitate creative workshops, training and reflection sessions with young people (online and in person), maintaining safe, anti--oppressive and anti-racist spaces • Offer pastoral support - facilitate young people in setting goals, promote wellbeing, and self-care and encourage peer support development in the group • Share decisions with young people and the Peer Power team, designing and delivering with others, not ‘deciding for, or doing to’ • Be a positive role model, positively drawing on relevant lived experiences in a safe and bounded way to model this for young people • Work with a trauma responsive and strengths based approach • Support young people with diary management, booking in advance preparation and reflection time for sessions • Support young people with invoicing, payments and petty cash
General	<ul style="list-style-type: none"> • Follow Peer Power’s Safeguarding Policy and co-created Collaboration Charter (values-led code of conduct) • Take part in evaluation of projects and group reflection and support peers and young people to do the same • Keep appropriate records on Beacon, Peer Power’s Case Management System, ensuring data is processed in line with data protection policy and regulations • Maintain positive relationships with all young people, partner organisations, staff and volunteers

	<ul style="list-style-type: none"> • Professionally and positively represent Peer Power at all times and maintain organisational culture, values and reputation with all staff, associates and external stakeholders • Uphold Peer Power policies and procedures, including Equal Opportunities, Data Protection, Confidentiality and Health and Safety policies • Maintain confidentiality with young people, board members, staff and volunteers • Work flexibly around youth engagement activity including evenings and occasional weekends • Ensure the proper use and security of the office and equipment • Undertake any other duties and reasonable requests in keeping with the nature of this post and to support the charity
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Person Specification	
Knowledge & Experience	<ul style="list-style-type: none"> • Personal experiential knowledge of the youth justice system and/or adult justice system • Knowledge and understanding of young people's experience of secure settings such as Young Offender Institutes (YOI), Secure Children's Homes (SCH) or Secure Training Centres (STC) (justice, mental health, welfare) • Experience working with young people e.g. in a charity, local authority, justice, social care or health setting • Experience using creative engagement methods such as using arts, sports, music • Understanding of the impact of trauma and knowledge of self-help, wellness, self-care, and ability to share this with others • Empathy and understanding about the needs of young people and the issues they face
Skills & Capabilities	<ul style="list-style-type: none"> • Ability to inspire young people as a positive role model • Creative facilitation and engagement skills in person and online using creative arts, zoom, other online tools • Ability to follow session plans and also think and adapt quickly when things don't go to plan • Ability to work collaboratively within a diverse team, being positive, helpful, listening, involving, respecting and learning from others • Ability to make positive and trusted relationships with young people, professionals and team members • Problem solving skills, reflective, creates solutions, a creative thinker • Organised, can plan in advance and work without supervision • Good listening and verbal communication skills
Values & Behaviour	<ul style="list-style-type: none"> • Enthusiasm and passion for working in partnership with young people, supporting them to lead change

	<ul style="list-style-type: none">• Enthusiasm to share decision making with young people and the team• Commitment to delivering high standards of work• Patient, non-judgemental, compassionate and committed to anti-oppressive working• Affiliation with, and commitment to, living Peer Power's values through behaviour, actions and communication• Commitment to ongoing learning and self-development professionally and personally• Willingness to positively share relevant life experiences that are safe, trauma responsive and boundaried
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How to Apply: Please complete the [application form here](#). In it we ask 4 questions designed to test some of the attributes outlined in the person specification above, as well as asking for your contact details and CV. The recruitment panel will only see your anonymous application form when shortlisting. Your name and CV will only be viewed if you reach interview stage. Please also complete this [Equal Opportunities Monitoring form](#).

Application deadline – 9am on Monday, January 31st

Next steps:

If successful in reaching the next stage you will be invited to meet the team on either **Tuesday, February 8 or Thursday, February 10** (date to be confirmed). Ideally it will be in person, though may be online depending on Covid-19 guidance. This will include:

1. 20-minute Welcome from three Peer Power Young Partners
2. Followed by a one hour interview with Hollie Hartley – Youth Engagement and Coproduction Manager, Lisa Lovell – Senior Youth Engagement Coordinator and a Young Partner

Equal Opportunities: We are committed to equal opportunities and welcome applications from all sections of the community, regardless of any protected characteristics, and from those underrepresented in charities. Peer Power, in compliance with the Disability Discrimination Act 1995, will seek to make reasonable adjustments to overcome barriers to employment caused by disability and/or neurodiversity, and encourages applications from these candidates. If you need any reasonable adjustments please contact: Lucy Hill, Operations Manager at lucyhill@peerpower.org.uk.

Recruiting Applicants with Criminal Records: We encourage applicants with criminal records to apply for positions at Peer Power. You can find our policy statement on recruiting applicants with criminal records at the bottom of the [Get Involved](#) page on our website. Further advice and guidance on disclosing a criminal record can be obtained from [Unlock](#).

Safeguarding: We recognise our responsibility to safeguard the welfare of all children and young people, and commit to recruitment practices which protect them. Our work involves regulated activity with children, young people and vulnerable adults and it is exempt from the Rehabilitation of Offenders Act 1974 and all subsequent amendments (England and Wales). We require all employees to undertake an enhanced DBS disclosure and pre-employment checks. If you are given a conditional job offer at Peer Power, you will need to complete a Declaration of Criminal Convictions Form and complete a satisfactory Enhanced DBS, Work Assessment & References check before the job offer is final.

GDPR/Privacy: Please take a moment to read our [Applicants Privacy Notice](#) before submitting your application to work with us