



## **Peer Work in Penumbra**

Peer Workers and Recovery Practitioners (Peer) are people with experience of mental ill health who support people experiencing mental health issues. Penumbra was one of the first organisations to employ Peer Workers and Peers currently make up 20% of the workforce. Penumbra is committed to increasing this to 30% by 2023.

Peer Workers and non-Peer Workers generally have the same roles and responsibilities. The key difference in Peer Work is that you will share aspects of your lived experience of mental health challenges when supporting people to move into recovery. The sharing of experiences is always based on what will be useful to the person being supported, and you don't have to share all of your experiences. Peer Work supports Penumbra's recovery approach, and Peers act as visible role models; holding the hope for the people that we support to show that recovery is possible.

Peer Work is underpinned by the values formulated by the Scottish Recovery Network which are Hope, Experience, Authenticity, Mutuality, Responsibility and Empowerment (HEAR ME.) Penumbra believes that lived experience is an asset to bring to supporting other people and invests in Peer staff training and development.

When Peer Workers start at Penumbra, as well as receiving Penumbra's general training, Peers receive a dedicated Peer induction pack which introduces the values framework. Peers also take part in Peer specific training on putting these values into practice, where you will also meet other Peer Workers from across the organisation. Penumbra also runs a Peer Community Group where Peer Workers can come together to support each other and share tips and knowledge.

Further details of the SRN's Peer Values framework can be found [HERE](#).