



## MENTAL HEALTH & WELLBEING PRACTITIONER (PEER) RECRUITMENT PACK

### Welcome to Penumbra:

Thank you for wanting to join our team. At **Penumbra Mental Health**, we pride ourselves on being a great place to work where you can grow and thrive in a supportive team.

Penumbra is one of Scotland's largest mental health charities. We support around 1800 adults and young people every week and employ 450 staff across Scotland.

Founded in 1985, we work to promote mental health and wellbeing for all, prevent mental ill health for people who are 'at risk', and to support people with mental ill health to live fulfilling lives.

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## About Us

We are **Penumbra Mental Health**, a pioneering charity providing dedicated services for people with mild to serious and enduring mental ill health.

We support people on their journey to better mental health, by working with each person to find their own way forward.

From being there for people in crisis to suicide prevention, supported living to self-harm management and peer support. We are with those we support every step of their journey to a better place. People's experiences are at the centre of everything that we do. We champion peer workers; they know that recovery is possible, because they've been there too.

The power of people's lived experience enables us to provide pioneering services which transform lives. Find out more here: [penumbra.org.uk](https://penumbra.org.uk)

**Our vision** is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

**Our mission** is to provide exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

### We live and breathe our values



Compassion

Courage

Curiosity

Collaboration

And we're looking for kind people like you who want to make a difference in people's lives. We can offer you a tonne of employee benefits, and we can promise you'll be inspired by some pretty amazing humans every single day. So, good luck with your application!

## Vision

Our vision is that people live with positive mental wellbeing and can easily access the best possible support when they need it.

*Our vision is aspirational, ambitious and hopeful. It gives a view of what we aim to achieve*

## Mission

We will deliver exceptional mental health and wellbeing support and activities, guided by people's own lived experience, their recovery journeys and their hopes and aspirations.

*Our mission explains how we aim to achieve our vision. It is the reason we exist.*

## Values

*Our values set our behaviours and actions. These underpin everything we do.*

### Courage

We will do the right thing. Standing up for people, their rights, wellbeing and recovery

### Compassion

We listen and respond with hope, kindness and respect

### Curiosity

We explore, reflect, learn and adapt to create solutions that are best for people's wellbeing

### Collaboration

We will work with those who share our vision and values

## STRATEGIC AIMS

*Our aims describe how we direct our activities towards delivering our Mission*

To make a **positive** difference to people's **recovery** and mental wellbeing.

To value, support and involve **our people**.

To be **innovative** and creative in all that we do.

To continuously learn and **improve** our practice and processes.

To be thought and practice **leaders** in recovery and mental wellbeing.

## Advertisement

### Mental Health & Wellbeing Practitioner (Peer)

**Location: Edinburgh**

**Salary: £22,426 – £23,635**

**Permanent**

If you are looking for a rewarding career and to work within an epic team that will help you grow and thrive, then you have come to the right place. Here you can start your day knowing what you do really does make a difference!

We are looking for a Mental Health & Wellbeing Practitioner (Peer) to join our amazing Thrive Edinburgh team.

This is an exciting opportunity to be part of a ground-breaking approach to mental health services. Thrive Edinburgh brings together a collaboration of partner organisations to work together to improve the mental health and wellbeing of the people of the City. The aims of Thrive Edinburgh centres around enabling people to live well and fulfil their potential. The Connect Partnership represents a unique collaboration between leading 3rd sector providers Penumbra, Health in Mind and Support in Mind Scotland. Our organisations share a commitment to the Thrive vision and values of trust; respect; collaboration; person-centeredness; innovation; and compassion. Together we will deliver a multi-disciplinary and multi-agency response to people, so people receive the right help at the right time.

In this role, you will be working in the 'Welcome Team' at Thrive Centres, as a part of the multi-agency approach to support people with their mental health and wellbeing. You will assist people who use the service to establish and maintain a meaningful and fulfilling life in the community. MHW Practitioners play a central role in the planning and provision of quality, recovery focused therapeutic support to people who use the service. You will be based in a locality and will be required to develop, build and maintain professional links in order to deliver outcome focussed support within that area.

Support is to be provided in an appropriate environment where supported people can expect to be treated with respect, be given the time and space to discuss issues at their own pace, to explore skill development and tools to support them to self-manage.

We want you to grow and thrive! We will support you on your own career path; developing new skills, accessing formal and informal learning experiences and providing opportunities to put your continual progress into practice.

[penumbra.org.uk](https://penumbra.org.uk)



✉ [enquiries@penumbra.org.uk](mailto:enquiries@penumbra.org.uk) ☎ 0131 475 2380

Head Office | Norton Park | 57 Albion Road | Edinburgh | EH7 5QY

Penumbra is a charity (SC 010387) and a company limited by guarantee (SC 091542) registered in Scotland.

## Job Description: Mental Health & Wellbeing Practitioner (Peer)

<b>Service:</b>	Thrive Welcome Team
<b>Responsible to:</b>	Service Manager
<b>Salary:</b>	£22,426 – 23,635 per annum (£11.50 - £12.12 per hour)
<b>Working hours:</b>	37.5 hours per week
<b>Location:</b>	Edinburgh
<b>Closing:</b>	Thursday 18 <sup>th</sup> August 2022 at 7pm
<b>Interview:</b>	Interview date TBC
<b>Special condition:</b>	Some weekend and evening work may be required

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### Job summary:

As a Mental Health and Wellbeing Practitioner (Peer), you'll make a difference to people's lives every day. This role has been developed specifically for people who have lived experience of mental health problems. Through sharing learning from their own experience, peer workers will inspire hope and belief that recovery is possible. Within a relationship of mutuality and information sharing, Practitioners will promote self-management and opportunities for improved health and wellbeing.

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### Main duties and responsibilities

- To have initial thrive conversations and be the initial point of contact for people at the Thrive Centre. This would also entail working collaboratively in a multi-disciplinary team and being able to multi-task.
- To establish a supportive relationship with each person, enabling them to maximise their own resources in order to improve their quality of life. This would also include mutuality, empathy and a focus on strengths which inspires hope.
- To explore coping and self management techniques, with the person.

- To help people develop their own thrive plan
- To assess risk and help people keep themselves and others safe
- To help people to access the support they need
- To reconnect people to their support network in the community
- To connect people to positive activities
- To ensure people can access specialist mental health interventions
- To meet people in community settings
- To model personal responsibility, self awareness, self belief, self advocacy and hopefulness
- To signpost to various resources, opportunities and activities within communities to promote choice and informed decision making
- Plan and facilitate groups/courses
- To be flexible and responsive to meet the changing needs of people and the organisation as well as the community, within the agreed criteria.
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- To work in cooperation with other Peers in other Welcome across Edinburgh, as well as other voluntary and statutory colleagues and other stakeholders across the Thrive Network.
- To plan, participate in and facilitate training activities, community events, workshops and related meetings as required.
- To uphold Penumbra’s Code of Practice
- To be responsible for maintaining the relevant systems of paper-based and electronic documentation.
- Maintain a working knowledge of current trends in mental health, recovery and peer support by reading books, journals and accessing peer support networks
- Provide practical support and supervision to Peer Workers as required
- Develop effective relationships with other groups and agencies in your area and take opportunities to promote mental health awareness in the wider community
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders

## Person Specification

<b>Qualifications</b>	<b>Essential:</b> <ul style="list-style-type: none"> <li>• SVQ 3 or equivalent as defined by the SSSC, or commitment to achieve within 12 months of starting the role</li> </ul> <b>Desirable:</b> <ul style="list-style-type: none"> <li>• Completion of the PDA in Mental Health Peer Work or a relevant course in Peer Work</li> </ul>
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	<ul style="list-style-type: none"> <li>• Completion of Peer Support Worker Training (e.g. Meta Services Peer Employment Training or other similar peer support training)</li> </ul>
<b>Knowledge and Experience</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Personal lived experience of mental health recovery and</li> <li>• Demonstrate understanding of mental health and recovery and self-management.</li> <li>• To have experience of being in a supportive and enabling role</li> <li>• Understanding of the issues and concerns of people accessing mental health services</li> <li>• Experience of working in person centred approach</li> </ul>
<b>Core Competency – Working with Others</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• To work co-operatively and effectively with people who use our services, carers, professionals and all other agencies</li> <li>• Builds co-operative relationships, develops networks and promotes partnership working with other professionals</li> <li>• Be a lead member of the peer team and contribute in a positive and solution focused manner</li> <li>• Ability to work in an enabling and creative way</li> </ul>
<b>Core Competency – Learn and Apply</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Willingness to reflect on work practice and be open to constructive feedback</li> <li>• To identify personal development needs through recovery focused supervision facilitated by the line management structure</li> <li>• Is aware of own strengths and development needs.</li> <li>• Demonstrates commitment to keeping own and others knowledge, understanding and skills up to date.</li> </ul> <p><b>Take an active role in:</b></p> <ul style="list-style-type: none"> <li>• Local and national Penumbra and our Thrive partners' peer network and multi-disciplinary meetings and events</li> <li>• Peer networking groups</li> </ul>
<b>Core Competency – Communication</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• To be computer literate or demonstrate a willingness to learn</li> <li>• Speaks and writes clearly and accurately and ensures the message is understood</li> <li>• Ability and willingness to share personal story of recovery in a professional manner</li> <li>• Conveys sensitive or contentious information tactfully</li> </ul>

	<ul style="list-style-type: none"> <li>Explains clearly and accurately issues, policies, procedure and other pertinent information</li> <li></li> </ul>
<b>Core Competency – Managing Self</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>Ability to manage own mental health and wellbeing and to lead by example</li> <li>Ability to plan and prioritise own workload</li> <li>Is open to change and continually improving practice</li> <li>Has the awareness of when to ask for help, and has the confidence to do so where appropriate</li> <li>Awareness of self-help and self-management resources</li> <li>Sustains effort to overcome obstacles and feelings of frustration, and is able to maintain a positive view</li> <li>Engages in open and reflective debate and provides constructive comments about proposed changes</li> <li>Takes responsibility for managing own work life balance</li> </ul>
<b>Core Competency – Professionalism</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>Demonstrate a commitment to both Penumbra and THRIVE principles and values</li> <li>Work to policies, procedures and relevant legislation</li> <li>Maintain sound ethical and professional standards at all times</li> <li>Understanding and maintaining professional boundaries at all times</li> <li>Has a clear understanding of confidentiality, disclosing information only to those who have the right and need to know</li> <li>Project a positive image of Penumbra at all times</li> <li>Is proactive in identifying areas for improvement and implements creative developments</li> <li>Manages time effectively to ensure tasks are completed and deadlines are met</li> <li>Plans ahead for meetings and busy periods</li> <li>Ensures the delivery of efficient, effective, high quality services</li> <li>Acts as a role model by setting clear standards for service delivery</li> <li>Register with the Scottish Social Services Council (SSSC) as appropriate, or other relevant professional body as required</li> </ul>
<b>Core Competency – Supporting People</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>To work alongside people to encourage and enable them to achieve self identified goals, to exercise choice and</li> </ul>



	<p>develop greater control in their lives, resulting in increased self-belief and self-esteem</p> <ul style="list-style-type: none"> <li>• Willingness to train in and use the Hope framework (I.ROC<sup>®</sup> and the Hope Toolkit) to facilitate a person-centred recovery approach</li> <li>• Support peoples rights to control their lives and make informed choices about the services they receive</li> <li>• Supports people in line with organisational values, policies and procedures</li> <li>• Understands recovery and works with a recovery focused approach</li> <li>• Promotes the right to self-determination, while protecting people, as far as possible, from danger or harm</li> <li>• Protects the rights and promotes the interests of people who use the service</li> </ul>
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## Conditions and Remuneration

### Salary Package

£22,426 – £23,635 (usually starting at the bottom of the scale)

### Holiday

33 days per annum including public holidays, rising to 38 after 5 years' service

### Pension

5% employer pension contribution (salary sacrifice). Also offer auto-enrolment pension scheme.

### Benefits

- Flexible working
- Cycle to work scheme
- Confidential Employee Assistance Programme, offering free counselling for you and your family
- Employee Discount Scheme
- Death in Service benefits
- Full training and professional development

And so much more!

### Get in touch

If you'd like an informal chat about this role and working for Penumbra Mental Health, please contact: Ran Majumder on **07717541985** or **[ran.majumder@penumbra.org.uk](mailto:ran.majumder@penumbra.org.uk)**

For more on our who we are visit: [penumbra.org.uk](https://penumbra.org.uk)

For more opportunities across our teams visit: [penumbra.org.uk/careers](https://penumbra.org.uk/careers)