



## MENTAL HEALTH & WELLBEING WORKER (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!

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



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✉ [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.

## 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.

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## Recovery



**10,599 people** is the number of people we supported in 2021-2022



We have added 18 new services this year, including services for adults and young people with eating disorders, peer navigators, psychological wellbeing practitioners and Redress Support Service.



As per strategy we have increased the number of our distress services including 6 additional Distress Brief Intervention associate programmes.

## Innovation



We have increased the number of people viewing our Facebook content by 57% compared to last year by focusing our communications on recovery and lived experience.

### I.ROC Y.ROC

I.ROC and Y.ROC are used by organisations across 6 countries in the UK and the EU



## People



**92%** of staff reported feeling proud to work for Penumbra and would recommend Penumbra as a good place to work.



Approximately **15%** of our workforce are peer workers

## Improvement



**96.6%** felt that Penumbra treated them with kindness and dignity 'all the time.'



**98%** said that Penumbra had had a positive impact in their lives



**93%** felt Penumbra does what we say we will 'all the time.'



### ALLIANCE

Our ARDB Toolkit has won the 2021 Alliance Self-Management Resource of the Year award.



## Leadership



The number of users of our website has increased by **59.8%** compared to last year's baseline.

A pioneering charity supporting people on their journey to better mental health

## Advertisement

**Mental Health & Wellbeing Worker (Peer)**

**Location: Midlothian**

**Salary: £20,608 – £21,335**

**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!

This service is based in Newtongrange, Midlothian. It is a community based mental health rehabilitation service for eight people with complex mental health needs. We offer 24 hour tailored person centered support, supported living and community rehabilitation. Support can be practical and emotional to help individuals lead an ordinary and fulfilling life in the community. The time, length and areas of activity covered are different for everyone, but structured support can include help with budgeting, life skills, confidence building and social inclusion for approximately 12 months.

Mental Health & Wellbeing Workers work in small collaborative teams to provide people with recovery focused support to enhance their mental wellbeing. In line with Penumbra's values, Mental Health & Wellbeing Workers assist people who use the service to work towards their individual outcomes and identified goals, as detailed in their personal plan.

For this role you will need to have an understanding of mental health and recovery, and you will have lived experience of mental health problems and of recovering a meaningful life. Your unique knowledge and understanding gained from managing your own mental health challenges will all be called upon within this post

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. 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.

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

<b>Service:</b>	Midlothian Park Cottage
<b>Responsible to:</b>	Service Manager
<b>Salary:</b>	£20,608 - £21,335 per annum (£10.57 - £10.94 p/h)
<b>Working hours:</b>	37.5 hours per week
<b>Location</b>	Newtongrange, Midlothian
<b>Closing:</b>	Monday 12 <sup>th</sup> December 2022 at 7pm
<b>Interview:</b>	Interview date TBC
<b>Special condition:</b>	Lone working, evenings, weekends and sleepovers

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### Job summary:

As a Mental Health & Wellbeing Worker (Peer), you'll make a difference to people's lives every day. Mental Health & Wellbeing Workers work in small collaborative teams to provide people with recovery focused support to enhance their mental wellbeing. In line with Penumbra's values, Mental Health & Wellbeing Workers assist people who use the service to work towards their individual outcomes and identified goals, as detailed in their personal plan.

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### Main duties and responsibilities

- To establish a supportive relationship with each supported person, enabling them to maximise their own resources in order to improve their quality of life.
- To use own lived experience to inspire hope in people who use the service.
- To share/teach coping and self management techniques.
- To be flexible and responsive to meet the changing needs of supported people and the organisation, within the agreed criteria.
- To work in cooperation with other members of the Support Team, and staff from other agencies.
- To participate in training activities and meetings as required.

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- To be responsible for maintaining the relevant systems of paper-based and electronic documentation.
- Work effectively with other members of the team, and liaise effectively with families, agencies, colleagues and other stakeholders.
- Uphold Penumbra’s Code of Practice.
- Register with the SSSC as appropriate and maintain post-registration training and learning log to meet ongoing registration requirements.
- Other duties, deemed appropriate to this grade, as and when required.

## Person specification

<b>Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Good level of educational attainment</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• SVQ3 in Health and Social Care or equivalent as defined by the SSSC or willingness and ability to achieve within a specified period</li> <li>• Completion of Peer Support Worker Training (e.g. Professional Development Award in Peer Working or equivalent).</li> </ul>
<b>Knowledge and Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience of being in a supportive and enabling role</li> <li>• Personal experience of recovery from mental health problems</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Experience working with a person-centred approach</li> <li>• Experience of working in the mental health field</li> </ul>
<b>Core Competency – Working with Others</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Builds good working relationships with team members.</li> <li>• Works co-operatively with other professionals as required.</li> <li>• Gives others time and space to express what they think, feel and want.</li> <li>• Shows sensitivity and seeks to understand the perspectives of others.</li> </ul>
<b>Core Competency – Learn and Apply</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Is aware of own strengths and development needs.</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates commitment to keeping knowledge, understanding and skills up to date.</li> </ul>
<b>Core Competency – Communication</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Speaks and writes clearly and accurately and ensures the message is understood.</li> <li>• Explains clearly and accurately issues, policies, procedures and other pertinent information.</li> <li>• Conveys sensitive or contentious information tactfully.</li> </ul>
<b>Core Competency – Managing Self</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Is able to deal with difficulties by keeping them in perspective.</li> <li>• Is open to change and continually improving practice.</li> <li>• Is able to adjust a strongly held opinion in response to contradictory evidence.</li> <li>• Has the awareness of when to ask for help and has the confidence to do so, where appropriate.</li> </ul>
<b>Core Competency – Professionalism</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Demonstrates a commitment to Penumbra’s values.</li> <li>• Works to policies, procedures and relevant legislation.</li> <li>• Maintains sound ethical and professional standards 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>• Takes responsibility for own work.</li> <li>• Strives to provide efficient, effective, high quality services.</li> <li>• Projects a positive image of Penumbra at all times.</li> </ul>



## Conditions and Remuneration

### Salary Package

£20,608 - £21,335 per annum (£10.57 - £10.94 p/h)

### 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
- Employee Discount Scheme with Vivup
- 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: Candie Galeotti at [candie.galeotti@penumbra.org.uk](mailto:candie.galeotti@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)