**TOUCHSTONE**

**PERSON SPECIFICATION – SELECTION CRITERIA**

**Peer Support Worker Inpatient Discharge Service**

|  | ESSENTIAL CRITERIA | DESIRABLE CRITERIA | **METHOD OF ASSESSMENT** |
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| **SKILLS** | * Case management skills. * Ability to provide emotional and practical support. * Excellent interpersonal skills. * Excellent written and communication skills. * Prioritise own workload, including agreeing and meeting targets/priorities. * Ability to use common IT packages e.g. databases, spreadsheets, Microsoft Word and Outlook. | * Language skills * Mental health assessment skills including risk assessment and support planning | * Application * Interview |
| **EXPERIENCE** | * Lived experience of adverse mental health * Working with people experiencing mental health difficulties and challenging behaviour. * Working as part of a multi-disciplinary team, and group of peers * Experience of working one to one, or community based with client group. * Liaising and developing links with other agencies | * Advocacy work * Experience of working with Black and other Ethnic Minority people and/ or disadvantaged communities. * Maintaining records * Engagement with services to enable own mental health recovery | * Application * Interview |
| **KNOWLEDGE/ UNDERSTANDING** | * Knowledge of mental health issues and its effects on individuals’ functioning. * Knowledge of social inclusion and co-production. * Working with statutory and voluntary sector agencies. * Discrimination and its impact on individual wellbeing. | * Mental Health Legislation * Knowledge of mental health services, particularly primary care mental health services | * Application * Interview |
| **ATTITUDES AND DISPOSITION** | * Commitment to Touchstone aims and values * Commitment to respecting diversity, anti-discriminatory/anti-oppressive practices and equal opportunities * Commitment to personal development, learning and reflective practice. * Demonstrate a commitment and enthusiasm for working with our service user group * Commitment to the principles of coproduction and supporting others to deliver according to these principles. Able to build and maintain relationships whilst maintaining appropriate professional boundaries * Demonstrate a willingness to participate in shaping the future of the organisation by taking on responsibilities and projects in addition to core workload * Demonstrate the ability to undertake work with high degree of accuracy and strong attention to detail * Demonstrate sensitivity to the needs of disadvantaged groups in the planning and delivery of services and interventions * Commitment to Touchstone Personal Responsibility Framework and promoting this with other people. * Open to change in line with the needs of the service/organisation. * A commitment to working in partnership with service users, peers and volunteers * Willingness to be managed and supervised. * Willingness to work flexibly according to needs of the service. * Ability to maintain confidences (within the policy of the organisation). * Commitment to ensuring that the client group remains the primary focus of our work. * Solution focused approach to work. * Resilience. |  |  |
| **QUALIFICATIONS** |  | * Mental Health Qualification | * Application |
| **EQUAL OPPORTUNITIES** | * Be able to recognise discrimination in its many forms and be willing to put into practice Touchstone Equality Policies. * Be sensitive to the needs of disadvantaged groups in the planning and delivery of services. * A commitment to provide high quality services to the diverse communities of Leeds. |  |  |