**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
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| **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
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| **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
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| **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.
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| **QUALIFICATIONS** |  | * Mental Health Qualification
 | * Application
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| **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.
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