Peer Support Workers

Open Day

27th January 2014
Welcome

Justine Brown
Peer Support Worker Coordinator

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**Agenda**

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<tr>
<th>Time</th>
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<th>Speaker</th>
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<td>9.30am – 10am</td>
<td>Registration and refreshments</td>
<td>All</td>
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<tr>
<td>10am – 10.05am</td>
<td>Welcome</td>
<td>Justine Brown – Peer Support Worker Coordinator</td>
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<td>10.05am – 10.15am</td>
<td>Recovery Project</td>
<td>Lyn Skipper – Implementing Recovery, Project Lead</td>
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<td>10.15am – 10.35am</td>
<td>What are Peer Support Workers? (PSWs)</td>
<td>Nikki Sullivan – Peer Tutor</td>
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<td>10.35am – 10.45am</td>
<td>Open Questions</td>
<td>All</td>
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<td>10.45am – 11.05am</td>
<td>Peer Support Worker Training</td>
<td>Diana Stephenson – Peer Tutor</td>
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<td>• Training Course Overview</td>
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<td>• Eligibility Criteria</td>
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<td>11.05am – 11.15am</td>
<td>Open Questions</td>
<td>All</td>
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<td>11.15am – 11.35am</td>
<td>Application Process</td>
<td>Justine Brown</td>
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<td>• PSW Training Application</td>
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<td>• Supporting Information</td>
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<td>• Dates &amp; Deadlines</td>
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<td>11.35am – 11.55am</td>
<td>Application Form Support</td>
<td>Opportunity for 1:1 with tutors</td>
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<td>11.55am – 12pm</td>
<td>Thank you and close</td>
<td>Justine Brown</td>
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Culture Change

- A different relationship between professionals, services and those whom they serve

- Traditional services: one set of experts
  - The expert professionals

- Recovery-focused services: two sets of experts
  - Experts by profession – expertise based upon qualification and degrees
  - Experts by lived experience – expertise based upon personal experience and personal narratives
What is Peer Support?

“Offering and receiving help, based on **shared** understanding, respect and mutual empowerment between people in similar situations” (Mead et al., 2001)

It occurs when people share common concerns and draw on their own experiences to offer emotional and practical support to help each other move forwards (ImROC Briefing Paper 5. Peer Support Workers: Theory and Practice, 2013)

## Types of Peer Support

There are many ways of gaining peers' support

- **Informal** - naturally occurring peer support, informal arrangements, friends, e-groups, self-help groups ...

- **Formal** posts working inside local mental health services. Employed after training, with contracts, job descriptions, management support, supervision, career progression

- **Peer run services** – working relatively independently of local services
Peer Support Worker

• A peer support worker is someone who explicitly **DRAWs UPON** and **SHARES** their **own** experiences of emotional distress/trauma and/or using mental health services in order to **INSPIRE**, **MODEL**, and **INFORM** others in **similar situations** and **support** them in finding their own path to recovery.

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Peer Support Worker

• **People who have walked a similar path often make the best travelling companions**
  
  People who have similar experiences can relate better and can consequently offer more authentic empathy and validation (Mead & Macneil, 2004)

• **A reciprocal relationship: mutual support in a shared journey**
  
  Peers employed in support roles are usually further along their road to recovery so that they are able to offer images of possibility. (Davison et al, 2006)
What a PSW can offer

- Understanding, acceptance, empathy based on shared experience
- Role modeling and **IMAGES of POSSIBILITY**
- Practical information
- Support to rebuild your life and access community facilities
- Ideas about coping strategies and problem solving skills (including personal recovery plans/WRAP/health and well-being plans)
- Exposure to “alternative worldviews, ideologies and contexts” (Davidson et al 2006)

Video Clip

‘My experience of being a Peer Support Worker’

Emma Watson

(Nottingham Health NHS Trust)
Any Questions?

Peer Support Worker Training
Peer Support Worker

Not everyone is SUITED or READY to be a Peer Support Worker

Selection and experience are important:

✓ Need to have developed your own recovery, health and well-being plan
✓ Able and willing to talk about your own experiences and journey
✓ Practical competences are as important as theoretical understanding

Training Course Overview

12 Week Course
1 day a week at college
(Wednesdays for Norfolk, Thursdays for Suffolk)

Homework and independent study
7-10 hours

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<tr>
<th>Weeks</th>
<th>Location</th>
<th>Details</th>
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<tr>
<td>1 - 6</td>
<td>College</td>
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<tr>
<td>7 - 8</td>
<td>Placement</td>
<td>2 days a week for 2 weeks</td>
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<tr>
<td>9</td>
<td>College</td>
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<tr>
<td>10 - 11</td>
<td>Placement</td>
<td>2 days a week for 2 weeks</td>
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<tr>
<td>12</td>
<td>College</td>
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What a college day might look like

<table>
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<tr>
<th>Time</th>
<th>Activity</th>
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<tr>
<td>9am – 10.45am</td>
<td>Session 1 (Always starting with Reflective Practice Group)</td>
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<tr>
<td>10.45am – 11am</td>
<td>Break</td>
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<td>11am – 12.45pm</td>
<td>Session 2</td>
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<td>12.45pm – 1.30pm</td>
<td>Lunch</td>
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<td>1.30pm – 3pm</td>
<td>Session 3</td>
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<td>3pm – 3.15pm</td>
<td>Break</td>
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<tr>
<td>3.15pm – 4.30pm</td>
<td>Session 4</td>
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<tr>
<td>4.30pm – 5pm</td>
<td>Review and Evaluation</td>
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Modules

1. Introduction to Recovery
2. Peer Support Worker Role
3. Understanding Self
4. Effective Communication Skills
5. Appropriate Use of Self
6. Working Effectively in Teams
Assessment

• **COMBINATION** of PRACTICAL assessments, WRITTEN assignments and assessed PLACEMENT

• Expected to keep and submit a REFLECTIVE JOURNAL

• Expected to build and submit a PORTFOLIO of work

• **Students will have the opportunity to:**
  ✓ Submit draft assignments and receive feedback prior to deadlines
  ✓ Book one-to-one tutorials
  ✓ Re-submit work
  ✓ Receive additional learning support

Expectations

• **100% ATTENDANCE**

• Acceptance onto or successful completion of the PSW training course **DO NOT** form an offer of employment

• Successful completion of the PSW Training Course will make you **ELIGIBLE** to **APPLY** for a PSW job

• To attend and complete the ‘Wellness Planning’ and ‘Telling your Story’ courses at the Recovery College **WITHIN 6 MONTHS** of being employed as a PSW
Eligibility Criteria

Essential
• To have personal lived experience of mental health challenges
• To be willing to positively share life experiences to foster hope and inspire others
• To have developed plans for managing your own recovery
• To be able to work effectively as part of a team

Desirable
• To have some relevant work experience (paid or voluntary)

Any Questions?
Application Process

PSW Training Application

- Personal Details
- Education & Professional Qualifications
- Training Courses attended
- Work/Employment History (including voluntary work)
- Supporting Information
Supporting Information

1. Please explain your experiences of living with a mental health condition

2. Why are you interested in undertaking this Peer Support Worker course?

3. What skills and attributes do you think you can bring to this course?

Dates & Deadlines

Application Form Deadline - Friday 14th February 2014

Shortlisting

Interviews – Week commencing 3rd March 2014
(If you are invited for interview you will need to complete the DBS form)

PSW Training Course – Week commencing 31st March 2014

PSW vacancies to be advertised – Summer 2014
Job Opportunities

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PSW may not be for you right now but have you thought about ...?

• Attending a course at the Recovery College?
• Participate in the Trust’s Recovery Project in your local area?
• Volunteering at the Recovery College?
• Volunteering?
Application Form Support

Opportunity for 1:1 with Tutors

THANK YOU