

Role description (inc.)
 1) Defines expectations & boundaries of the role
 2) Describes a strengths-based, network building approach
 3) Describes an enabling (inc. accompanying) & signposting, rather than support worker function

Person specification
 1) Ability to reflect on personal experiences (essential)
 2) Lived experience of inpatient care (desirable)
 3) Lived experience of mental distress AND of having used mental health services (essential)
 4) knowledge of local community (desirable)

1. Advert placed in local services & voluntary sector/ community partners – advertised as training opportunity with possibility to move into paid peer worker role

2. Suitable individuals identified among existing peer team for streaming to ENRICH role

Sites to adopt either entry route 1 or 2 to training/ role

Written expression of interest

Half day information event – one-to-one discussion assessing suitability/ motivation against criteria – DBS* check initiated for those proceeding

Operational Policy (NHS employer)/ Collaboration Agreement (vol sector employer) setting out: risk and handover; complaints & disciplinary; lone/ home working; note writing/ information access; NHS training/ induction requirement etc.

Training to be structured around core values-based competencies, including a focus on:

- 1) Discharge transition
- 2) Keeping yourself well at work (inc asking for support)
- 3) Boundaries & managing relationships (inc endings, ‘over-involvement’)
- 4) Working with risk & safety
- 5) Local ‘community asset mapping’ + local mental health services (how they work)
- 6) Discussing difficult issues (suicidality, medication)
- 7) Cultural competency
- 8) Communication & self-management skills
- 9) Sharing lived experience

Training to be led by Peer Worker Coordinator and co-delivered by peers
 Training to cover preparing an NHS Jobs application, employment planning etc
 Development of wellbeing plan (including treatment preferences)

People with previous peer training (inc route 2) required to undertake all sessions and assessments as a team and to explore discharge specific application

Locally developed sessions substituted where core skills & competencies are sufficiently covered

Opportunities for ward and community visits where no/ little previous experience

*DBS check = Disclosure & Barring Service (criminal record) check

Peer Worker Coordinator leads assessment and appointment process

ENRICH team base in suitable location locally to provide space to meet, timeout, supervision, access to IT etc

Range of approaches to assessment for each competency (portfolio of evidence) during and at end of training

End of training one-to-one review of portfolio against criteria for:
1. appointment to post
2. confirm take up of ENRICH role

Joins ENRICH peer worker team

Joins ENRICH reserve

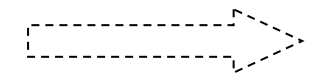
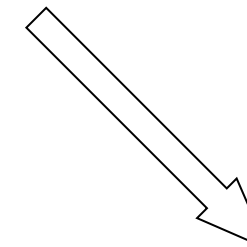
Opts out/ not selected

ENRICH team induction
Minimum required standard
Trust induction
Shadowing (ward & community)

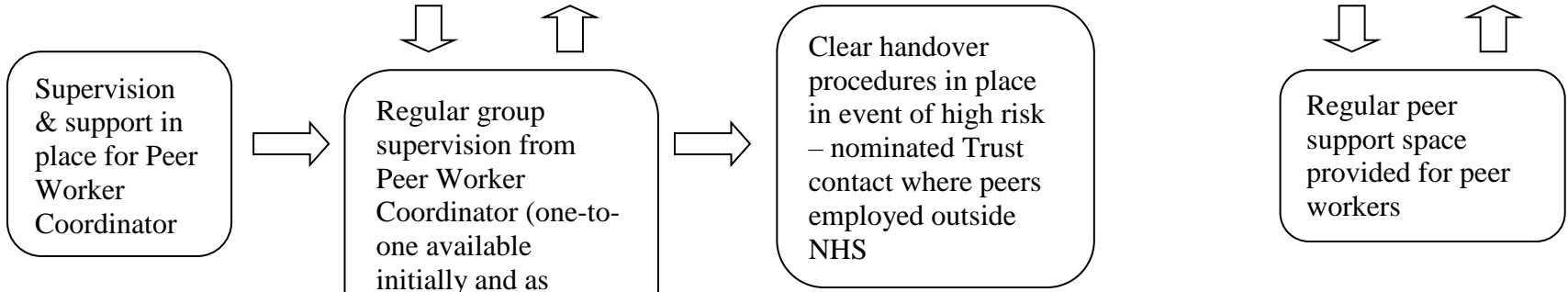
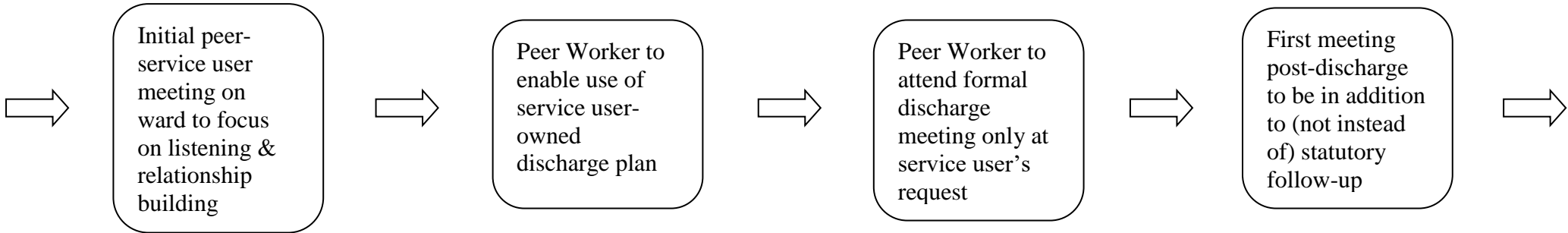
Allocation of service users to Peer Workers by Peer Worker Coordinator (limited discussion of preference with service user)

Offered other suitable position if available
Access to wider ongoing peer worker support programme

Preparation session for ward and community teams, led by Peer Worker Coordinator and co-delivered by peers, focused on identifying strengths of peer role



Peer support to comprise at least one meeting prior to discharge, and 10 weekly meetings followed by 3 fortnightly meetings (total of 4 months) post-discharge



Supervision and line management provided by Peer Worker Coordinator to include focus on:

- 1) Keeping well at work
- 2) Working with risk & safety
- 3) Boundaries & managing relationships
- 4) Discussing difficult issues
- 5) Protecting peers from 'out-of-role' demands from teams
- 6) Using lived experience in strengths-based approach

Supervision provided from a lived experience perspective

