

Job Description and Person Specification
Peer Consultants, Young Adults 16-25



Job Title:	Peer Consultant (Young Adults 16-25s project)	
Grade:	NJC Scale 3 / Pts. 5 - 6 (£19,650 - £20,043) per annum (pro rata)	
Contract end date:	The project is for 12 months but there is flexibility for shorter term posts, and the possibility of extension, subject to funding.	
Annual Leave:	27 days per annum (pro rata)	
Responsible to:	Project Lead Young Adults 16-25	
Location:	Office base at our central Manchester HQ and community-based work in localities across Greater Manchester.	
Hours of work:	Over the next year we will be building a diverse team of peer consultants. Therefore, we want to be flexible and meet the needs of different young people. We will be offering the role as a job share, with a minimum of 1 day per week (7.5 hours) up to a maximum of 4 days. Please state on the application form the number of days you would like to work.	
Date:	July 2022	
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About the role:	<p>42nd Street has been supporting young people aged 11-25 years in Greater Manchester. The charity offers a choice of effective, creative, young person-centred and rights-based approaches and by working collaboratively we demonstrate local impact with national significance that drives meaningful change and makes a positive difference to the lives of young people.</p> <p>This is an exciting opportunity for young people aged 18-25 with lived experience of mental health and well-being issues to be part of the co-ordination, development and delivery of a 12 month project looking at the needs of young adults aged 16-25 across Greater Manchester.</p> <p>The role will involve working with key partners including the project lead, staff from across the system including those from other voluntary and statutory sector organisations, clinical leads and young adults to produce a compelling case for effectively meeting the needs of young adults with the Community Mental Health developments.</p> <p>The successful candidates will take part in collaborative training workshops to develop their understanding of different research methods, the ethics behind good research, data collection and analysis. This will enable the Peer Consultants to co-design a consultation framework and conduct peer research across Greater Manchester.</p>	<p>Our Welcome Statement to young people</p> <p><i>We are here to support you with your emotional well-being and mental health by offering a choice of effective, creative, young person-centred and rights-based approaches.</i></p> <p><i>The 42nd Street team recognises that many of you feel disempowered, that some services are difficult for you to identify with and access and that your mental health and personal difficulties can be made worse by the health, social, cultural and economic inequalities that you might experience.</i></p> <p><i>We will do all we can to make you feel listened to, valued, included, safe and unique.</i></p>

KEY TASKS:

Specific to the post holder:

1. Engage with and take an active part in training/workshop sessions.
2. Work collaboratively with the project lead and other peer consultants to design a consultation framework.
3. Help to identify the key questions we want to find the answers to and who needs to be included and interviews in as part of the research.
4. Conduct interviews, visits and meetings with young people and professionals.
5. Be supported to co-produce and share the recommendations produced by the peer research – demonstrating how the needs of young people across Greater Manchester and within Community Mental Health Transformation frameworks should be met.
6. In collaboration with the project lead identify other young adults ready to engage in the project on an ongoing basis.
7. To co-develop and co-deliver an effective workshop offer for all ten boroughs in Greater Manchester. Sharing the recommendations using creative methods and developing an offer to meet the needs of young adults in that area.
8. To help ensure the research incorporates the voices of vulnerable and marginalised young people – and that the framework is made accessible.
9. To play a role in the development and sharing of good practice, learning, expertise, resources and lived experience to affect system change in responding to the needs of young people within 42nd street and across Greater Manchester.

Shared with all workers:

1. To ensure that the values and principles underlying the organisation's mental health and emotional well-being support with young people are maintained and developed. These include an active commitment to anti-discriminatory practice and to ensuring that services are accessible to those young people who are often excluded from such services, for example, black young people, disabled young people, gay, lesbian, bisexual and trans young people.
2. To contribute to ensuring that young people have a voice within 42nd Street to effectively influence internal practice and policy and practice and policy at a local, regional and national level.

3. To be aware of and ensure compliance with legal requirements and internal policies with particular reference to information governance, data protection, confidentiality, health and safety, and safeguarding children and vulnerable adults.
4. Ensure the maintenance of standards of practice according to 42nd Street and any regulating, professional and accrediting bodies (e.g. BPS, HSCIC, UKCP, BABCP).
5. To contribute to the development of 42nd Street through active involvement in team meetings, consultations and other relevant systems and structures.
6. To maintain all relevant information systems including monitoring, recording and personnel systems.
7. To participate in managerial and external supervision and have an active involvement in professional development opportunities at 42nd Street.
8. To maintain safe systems of work at all times and take care of your own safety, and that of colleagues and others who may be affected by your activities.
9. To undertake any other duties that may be required which are commensurate with your role.
10. To undertake any requests made by the Leadership Team at 42nd Street that is relevant to this post.
11. To provide some of your work at times other than office hours so that the service is accessible. This means some evening and weekend work.

The main responsibilities are not an exhaustive list of duties, only a general guide to the post. In consultation with the post-holder, the duties may change from time to time to reflect the changing needs of the service.

What you will gain from the role:

- This role is a great opportunity to be involved in helping to ensure the voices and experiences of young adults are included as part of the Community Mental Health Transformation.
- Take part in training workshops which will help you develop an understanding of the different types of research, the ethics and process of carrying out research.

- Gain experience of carrying out research, analysing the results and producing a report.
- Explore creative ways of communicating the research findings.
- The opportunity to work collaboratively as part of a small team of peer consultants.
- Meet other young people from across Greater Manchester who are committed to campaigning for social change.
- The opportunity to communicate with leaders from across the mental health system.
- Support to access other social action opportunities at 42nd Street.

Key terms:

Some of the language used in this job description may not be familiar to everyone. Below is a short guide to some of the key phrases.

- **Co-production** is all about the meetings of minds – people from all different areas of a system coming together to find a shared solution. In practice it involves people who use services being consulted, included and working together from the start to the end of any project that will affect them.
- **Co-design** is similar in that it is a design approach that actively involves users and stakeholders from the beginning right through to the role out.
- **Community Mental Health Transformation** is a piece of work being carried out across the country which aims to create a better standard of community mental health care. The new community based offer will include access to psychological therapies, improved physical health care, employment support and personalised and trauma informed care.
- **Lived experience/peer consultants**, when we talk about lived experience we are talking about anyone who has experienced mental health and wellbeing issues and the pressures experienced particularly by young adults.

What We Need From You:

Person Specification: *All of the items listed below are essential to the role.*

We will shortlist applications based on the responses to the criteria below so please ensure you respond to each point individually and give examples where you can.

When we interview shortlisted candidates, we will use the same criteria at interview stage. The same interview format and questions will be used for all people. This allows us to fairly and equitably select the best candidate(s) for the role.

Experience:

1. Lived experience of mental health and wellbeing issues.
2. Aged 18-25 and living in Greater Manchester.

Skills and abilities:

1. A creative and imaginative approach.
2. No previous experience of conducting research is required but a desire to engage with and learn from the process.
3. Ability to communicate positively, effectively and sensitively in person and in writing.
4. Building up strong trusted relationship with a variety of people.
5. Working as part of a small collaborative team.

Knowledge and understanding:

1. The wider issues faced by young adults.
2. Knowledge of the broad issues surrounding emotional wellbeing / mental health services for young people.
3. Proficient ICT skills including use of Microsoft Office applications.

Professional Commitment:

1. A commitment to ensuring young people have power to make decisions about their own lives, campaign for social justice and influence system change in matters that affect them.
2. A commitment to working with creative, young person-centred and rights-based approaches with young people.
3. A commitment to practice anti-oppressive practice and a culture that champions inclusion and belonging.
4. A curiosity and passion to learn from young people, educate, raise awareness and celebrate difference.
5. A commitment to our values – keeping them at the centre of your work at 42nd Street.

Values and Culture

Our Values

What is really important to us...

Young person centred (real, authentic, tailored, holistic)	We Trust each other	We are Inclusive
Equality is key (lifting people up who are struggling)	We bring Creativity to our practice	We are Adaptive (with yp and the service; to our environment)
We strive for Social Justice for yp	We have Integrity	We are constantly learning
We empower each other	We are kind	

Our Culture

- ✓ Young person centred
- ✓ Innovative
- ✓ Passionate
- ✓ Supportive
- ✓ Inclusive
- ✓ Compassionate
- ✓ Open
- ✓ Learning
- ✓ Transparent
- ✓ Bold

What we can offer you:

- ✓ You will join a Real Living Wage accredited charity and will be paid above the RLW rate for the UK.
- ✓ 42nd Street is a 'Disability Confident Level 2' employer
- ✓ Access to a 3% Employer contribution pension scheme
- ✓ 4 well-being afternoons per year

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities which we can tailor to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. These include opportunities to train alongside NHS and social care colleagues to gain professional qualifications such as High Intensity CBT. We offer all of our practitioners regular, external clinical supervision in addition to internal supervision and management support. Working in such a diverse team brings new opportunities to learn new approaches, as a minimum you will be invited to attend training and workshops that address and improve your practice around:

- ✓ Understanding psycho-social therapeutic support
- ✓ Text-based and video online one to one support
- ✓ Using creativity - working alongside artists as part of The Horsfall programme
- ✓ Trauma informed approaches including trauma informed identity-based work
- ✓ Working with Trans and Non-Binary young people
- ✓ Working with the Orthodox Jewish Community
- ✓ Working with black young men
- ✓ Supporting LGBTQ+ young people
- ✓ Supporting and understanding the issues of young people that identify as women and girls
- ✓ Understanding issues faced by care experienced, care leaving young people
- ✓ Working with young people who are neuro-divergent
- ✓ Understanding self-harm, de-escalation techniques