



# mind in Salford



## Recruitment Pack





## About Us



## Charity Status

Mind in Salford is an independent charity with our own board of trustees and financial income. We are proud to have achieved the Mind Quality Mark, accredited by the charity commission.

We are a company limited by guarantee: Registered Charity Number 1156625

## Our team

Mind in Salford employs over 40 individuals and gains much needed support from local volunteers. We work closely with our board of Trustees, currently with 6 members.

Our team is passionate about bringing expertise, lived experience of mental health, compassion, respect and creativity to the organisation. We work across our city through a variety of services, led by our wonderful service leads and senior management team. The work that we do is underpinned by our core values, to help us make a positive difference to the wellbeing and mental health of local people.

## Our History

Since 1972, Mind in Salford has been providing mental health and wellbeing support to the local community, working to reduce mental health stigma. Our team and services have grown over the years to support more people in our local area. Throughout this we have been committed to social justice and challenging the stigma and discrimination to defend the human and civil rights of people with mental health issues.

## Mind Federation

Mind in Salford is an independent charity and we are very proud to be affiliated with the Mind federation. This includes around 120 local Mind associations, as well as Mind retail. We work closely with other local Mind associations throughout Greater Manchester and campaign with those further afield to fight for better mental health nationally.

“It is a really fulfilling place to work. It’s rewarding and I feel like my skills and personality are really valued.”





## Mission Vision Values

### Mission

Our mission is to use fierce compassion, diverse expertise and a person centred approach, to campaign and provide radically caring, impactful services that make a positive difference to the well-being and mental health of the local people.

### Vision

Our vision is to make a positive difference to the wellbeing and mental health of local people and to have a society that is compassionately supportive and respectful.

### We value...

#### Lived Experience

Your strengths and lived experience shape and impact our work to support and fight for better mental health.

#### Respect

We recognise intersectionality and value our differences – we strive for equity for all.

### We are...

#### Community Focused

Our community is at the heart of everything we do – we listen and respond with supportive expertise.

#### Compassionate

We are motivated by compassion and provide support without judgement to help you improve your resilience and self-care.





## Why Join Our Team?



We strive to meet the mental health needs of our team. Staff members are granted an additional 3 hours per month as well-being time. You are free to take this anytime. All we ask is that you notify your line manager in advance. Your work will be centred on our core values and our 5 year strategic plan (find out more on our website under mission, vision and values).

### Flexible Working

We operate a hybrid working policy. Office based roles can be split with working from home. We ask for two days minimum in the office per week. Depending on the requirements of your role, you will spend time in the local community at a range of different venues.

Our full-time hours are 37.5 hours per week. You are open to requests for compressed hours and working needs. You will be provided with the equipment needed to work virtually.

### Leave

We offer generous holiday entitlement which includes 27 days holiday plus 8 days statutory days and 3 days additional over the Christmas period (pro rata). Further, an extra day annual leave for birthday. We offer paid compassionate leave to help you manage unexpected life events.

### Wellbeing Benefits

Staff members are granted an additional 3 hours per month as well-being time. You are free to take this anytime. Our social secretaries organise regular well-being activities to help with staff connectedness. We like to visit local places in Salford, such as the RHS Bridgewater Gardens for foraging and walks. Another example includes mindfulness sessions led by our wonderful freelance facilitators. We listen to the activities you would benefit from.





## Financial Benefits



We offer the opportunity for staff to save for their retirement through an optional workplace pension scheme. Under this scheme your salary is subject to a monthly deduction of 5% and the organisation will contribute 5% to the scheme.

Once part of our team, you'll be eligible for the sick pay scheme. Organisation sick pay will be calculated based on your normal hours of work.

## Learning and Development



You will receive supervision sessions every 4-6 weeks where there will be protected time to discuss the development in your role.

We are dedicated to the wellbeing of our staff team and aim to provide a supportive and healthy environment to work.

Joining our team will automatically enrol you on to our online learning management system with access to over 5,000 courses to nurture your continued professional development.





## Job Description

<b>Job Title</b>	Co-Occurring Conditions Peer Support Worker
<b>Hours</b>	30 hours per week
<b>Salary</b>	Band 3 - £24,071 per annum pro rata (£19, 250 actual)
<b>Contract</b>	Permanent
<b>Location</b>	Langworthy Cornerstones as hub (M6 5QQ) and other community venues
<b>Reporting to</b>	Lived Experience Manager
<b>DBS Check Level</b>	Enhanced



## About Living Well

Living Well is a joint service run by Greater Manchester Mental Health Trust and VCSE partners in Salford. We are dedicated to providing comprehensive and compassionate support for individuals facing mental health and substance use challenges. We believe in the power of peer support and are looking for a passionate and empathetic individual to join our team as a Co-occurring Conditions Peer Support Worker.

## Background Information

The disconnect between services for people with co-occurring conditions of mental ill-health and substance and/or alcohol use has long been recognised as a barrier to the effective treatment of people in the community. The Peer Support Worker will work alongside the Senior Practitioner for Co-occurring Conditions in Living Well to deliver a recovery-focussed service that utilises brief interventions in a person-centred framework.

## Key Duties:

- Supporting people with lived experience to engage with the Co-occurring Conditions works stream.
- Goal setting and using Motivational Interviewing techniques and guided self-help tools with users of the service.
- Utilising Recovery focussed interventions.
- Utilising Lifestyle and harm reduction interventions
- Co-facilitating and supporting a group programme
- Developing strong community relationships and links
- Developing strong trusting relationships with people accessing community mental health services



- Using different strategies to engage vulnerable people
- Working in partnership with wider substance misuse/alcohol services.
- Participating in Multi-Disciplinary Team meetings.
- Attending events and publicising the programme
- Utilising IT systems to record outcomes and share information
- Recording sessions in the agreed format and in line with Living Well protocols.
- Attending individual case reviews and individual / group supervision, consistently reflecting and enhancing skills/knowledge
- Reporting any concerns about service participants immediately to the Lived Experience Manager or Senior Practitioner.
- Contributing to the overall development of the Co-occurring conditions service.
- Cooperating with Lived Experience Manager and Senior Practitioner, to work safely, to comply with health and safety instructions and information.
- Adhering to Living Well policies, procedures, protocols and guidelines at all times, in particular the Confidentiality and Information Sharing Policy.
- Working within agreed professional boundaries at all times, recognising the limits and uniqueness of a peer mentoring relationship.
- Taking responsibility for updating personal knowledge and skills in order to meet the demands of the post, attending training and other professional development opportunities as required.
- Carrying out any other reasonable tasks related to the service as required.

## Key Tasks:

- To work alongside the Co-occurring Conditions Senior Practitioner and wider community pathway colleagues.
- To plan, facilitate and report one-to-one peer mentoring sessions with allocated service users throughout their journey.
- Engage Service users in their local community.

## Mandatory Role Description Information

- Safeguarding Children and the Protection of Vulnerable Adults – All Referral & Assessment Hub employees / volunteers are required to adhere to the principles of effective and safe safeguarding of children and vulnerable adults
- Infection Control - Infection prevention and control is the responsibility of all Referral & Assessment Hub staff. All staff have a responsibility to protect service users, visitors and each other by consistently observing infection prevention and control guidelines and best practice guidance.

## Person Specification

	Essential	Desirable
	-To have lived/living experience of mental health difficulties and substance misuse/alcohol issues.	-Relevant training in Motivational Interviewing and a familiarity with guided self-help tools.
	-Having recovered sufficiently on your journey from substance/alcohol issues and mental health issues, to be able to support others with similar problems and embrace the demands of the work.	-A basic understanding of safeguarding vulnerable adults and children.



	<b>Essential</b>	<b>Desirable</b>
	<ul style="list-style-type: none"> <li>-Respect and compassion for others, their right to choose and to be treated with dignity.</li> </ul>	<ul style="list-style-type: none"> <li>-A basic understanding of confidentiality and information sharing legislation.</li> </ul>
	<ul style="list-style-type: none"> <li>-Be willing to undertake a DBS check.</li> </ul>	<ul style="list-style-type: none"> <li>-A basic understanding of professional boundaries.</li> </ul>
	<ul style="list-style-type: none"> <li>·Be open to change and development as the service evolves.</li> </ul>	<ul style="list-style-type: none"> <li>-Experience of representing the service user voice in different forums.</li> </ul>
	<ul style="list-style-type: none"> <li>-Strong communication and active listening skills.</li> </ul>	
	<ul style="list-style-type: none"> <li>-Ability to work independently and as part of a multidisciplinary team.</li> </ul>	
	<ul style="list-style-type: none"> <li>-Capacity to travel around Salford to meet the needs of the service.</li> </ul>	

## Values

- To contribute to and uphold the values and ethos of a person-centred culture.
- Work within a needs-based approach

If you would like to discuss this or any aspect of the role further, please contact Pam Smith (Lived experience manager) via [pam@mindinsalford.org.uk](mailto:pam@mindinsalford.org.uk) or phone 0161 710 1070).

To apply, please download and complete the Application form and return this to [admin@mindinsalford.org.uk](mailto:admin@mindinsalford.org.uk)

**Closing date: Tuesday 18th March 2025 at 5pm.**

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