

**Young People's Peer  
Support Worker –  
Culturally Diverse  
Communities**


Job Description and Person  
Specification

# Young People's Peer Support Worker – Lived Experience & Peer Support

<b>Hours</b>	Part time (22.5 hours per week)
<b>Leeds Mind Grade</b>	Grade 3
<b>Contract</b>	Fixed term to 31 October 2026
<b>Location</b>	Clarence House, Clarence Road, LS18 4LB and De Lacey House, Abbey Road, LS5 3HS, with regular travel across Leeds
<b>Annual Leave</b>	28 days a year plus 8 Statutory holidays, rising to 31 days after 3 years
<b>Pension</b>	3% employer contribution, 5% employee contribution, enhanced by salary exchange
<b>Probationary Period</b>	6 months
<b>Reporting to</b>	Lived Experience & Peer Support Team Leader
<b>DBS Check Level</b>	Enhanced with Children & Young People barred list

## Introduction

We have faith and optimism in the people who access our services and so delivery is built around their needs. We support the people of Leeds West Yorkshire to discover their own resources to 'recover' from periods of poor mental health, and to live life independently with their mental health difficulties. Our values of Being Open, Supportive, Brave, Connected and Resourceful are pivotal to the work we do.



The post holder will join the Youth in Mind team, which provides 1-to-1 and group peer support for young people across the city whose mental health has been impacted by trauma.

## **Belonging at Leeds Mind**

Leeds Mind is committed to creating an inclusive environment – equity, diversity and inclusion are at the heart of everything that we do.

We are committed to ensuring that our colleagues, volunteers and people who access our services feel a sense of belonging at Leeds Mind that gives them the confidence to share their unique perspectives and experience.

By creating an inclusive environment that fosters belonging, we aspire to attract colleagues and volunteers who offer diversity of experience and thought. We believe this will ultimately improve the service we provide as well as the employee and volunteer experience.

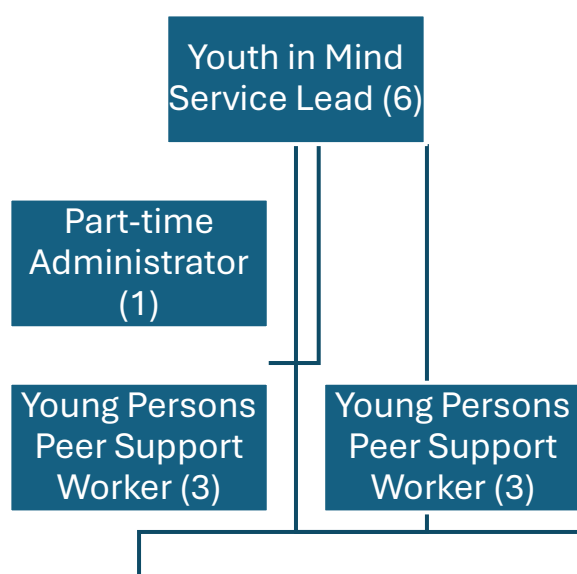
To find out more about how we are developing this you can click [here](#).

## **Purpose of the role**

This is a rare and exciting opportunity to play a central role in Youth in Mind, Leeds Mind's support for young people. Youth in Mind has been nationally recognised for being designed and delivered by people with personal experience. We offer peer support for young people from school year 6 (age 10-11) to age 25 whose mental health has been impacted by trauma. This is a unique offer in the city, building on and expanding the award-winning work of our previous young people's peer support groups.

This post will provide peer support for young people from culturally diverse communities<sup>1</sup>. The post holder will draw on their own personal experience of cultural diversity, trauma and mental health difficulties to deliver both 1-to-1 and group support. They will do community engagement work to improve the reach and accessibility of Youth in Mind to young people from culturally diverse communities. They will work closely with people with personal experience, the rest of the Youth in Mind team and external partners to continually adapt the service to respond to what young people want and need.

## Team Structure



## Main Tasks and Responsibilities

- Provide 1-to-1 support for 10-25 year olds who have experienced trauma and are struggling with their mental health, in particular those from culturally diverse communities, sharing own lived experience where appropriate
- Engagement work and peer support group facilitation with young people in culturally diverse community groups and organisations
- Work with young people to coproduce the format and content of sessions
- Outreach and promotional work with external organisations including statutory services, education providers and youth groups, with a particular focus on those working with culturally diverse communities
- Identify opportunities for development of the project and work with young people, colleagues and steering group to implement these
- Supervise and support volunteers with personal experience of trauma
- Maintain appropriate and accurate monitoring records
- Continually monitor and evaluate outcomes using a range of qualitative and quantitative methods

## Organisation

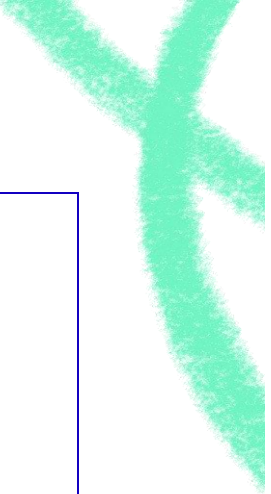
- Participate in 1:1s, performance and development, including Leeds Mind compulsory training programme
- Attend and participate in service/team meetings
- Work within the framework of Leeds Mind's policies and procedures
- Promote the values, behaviours and ethos of Leeds Mind
- Respond and report on safeguarding concerns in line with the Leeds Mind safeguarding policy and procedure
- Undertake any other reasonable duties as and when required

## Person Specification

	Essential	Desirable
<b>Knowledge/ Qualifications</b>	<ul style="list-style-type: none"><li>• Knowledge of the impact of trauma, including racial trauma, on mental health</li><li>• Understanding of trauma informed practice and how it relates to this role</li><li>• Understanding of the challenges faced by young people who have experienced trauma, particularly those from culturally diverse communities</li><li>• Understanding of coproduction (working in partnership with people with personal experience) and its value in this role</li></ul>	
<b>Skills/Ability</b>	<ul style="list-style-type: none"><li>• Ability to use own lived experience appropriately to support others</li><li>• Ability to manage dynamic risk and respond appropriately to mental health crises</li><li>• Excellent verbal and written communication with a range of people including 10-25 year olds and parents/carers from culturally diverse</li></ul>	<ul style="list-style-type: none"><li>• Proficiency in a language other than English</li><li>• Ability to supervise volunteers</li><li>• Ability to liaise with a wide variety of stakeholders</li></ul>



	<p>communities, as well as other services</p> <ul style="list-style-type: none"> <li>• Administration skills including diary management, record keeping, IT proficiency and prioritising workload</li> <li>• Proactive and able to work independently</li> <li>• Person centred working and ability to adapt approach based on coproduction</li> <li>• Ability to work evenings and weekends in line with service need</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Own lived experience of trauma (including racial trauma) as a child/young person</li> <li>• Being from a culturally diverse community</li> <li>• Supporting people who have experienced trauma, including 10-25 year olds from culturally diverse communities</li> <li>• Outreach/engagement work with culturally diverse young people</li> <li>• Managing a 1:1 caseload</li> <li>• Facilitating peer support groups</li> <li>• Identifying and responding to safeguarding concerns</li> </ul>	<ul style="list-style-type: none"> <li>• Working in partnership with external organisations</li> <li>• Experience of supervising volunteers with lived experience of trauma</li> </ul>
<b>Behavioural</b>	<ul style="list-style-type: none"> <li>• Lives our values every day – Being Open, Supportive, Brave, Connected, and Resourceful.</li> <li>• Open to change and able to work flexibly in line with the needs of the service/organisation.</li> <li>• Commitment to working in partnership with service users, management, and staff.</li> </ul>	



	<ul style="list-style-type: none"><li>• Understanding of the challenges faced by people experiencing mental health difficulties.</li><li>• Demonstrate a commitment to equality and diversity in the workplace.</li><li>• Commitment to safeguarding clients and others you may come into contact with as part of your role.</li></ul>	
--	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--