
Job Description

Post:	Peer Support Advocate
Responsible to:	Service Manager
Hours:	29 hours a week Monday to Friday
Location:	Inverclyde

Our aim is to offer end to end independent self-directed support to individuals and carers, to ensure that their voice is heard throughout their journey. Everyone has the right to participate in decisions which affect their human rights; participation will be active, free and meaningful, giving attention to issues of accessibility, and providing information in a form and language which the individual can understand.

The Peer Support Advocate will develop and establish peer groups and will assist the groups to identify areas of difficulty and areas of good practice. The peer support advocate will also help the peer group to make links with other peer organisations for common threads within the local area, and provide on-going training and development for the group. The group will be encouraged to learn about legal requirements, how to employ a PA, and to discuss and find alternative uses of their self-directed support budgets.

This post will establish active peer support groups across the area of Inverclyde.

The Main Duties and Responsibilities of the post are as follows:

- To maintain and operate within the professional advocacy standards, in accordance with advocacy guidelines, and to ensure that all individuals are supported to advocate in their own right, including the safeguarding of rights relating to those individuals defined as not having capacity/insight.
- Empower carers to participate in the planning and development of peer groups
- To deliver and provide information talks on the benefits of SDS and Advocacy

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- To promote awareness of statutory rights and resources available to individuals accessing or looking to access self-directed support services.
 - To develop person-centred approaches to peer group advocacy which meet the needs of each individual
 - To ensure the rights of the group and individuals are recognised, respected and upheld.
 - To actively seek and identify ways in which to engage particularly vulnerable and isolated individuals to attend peer group meetings.
 - To organise the administration work of the group ensuring efficient, accurate recording of statistics as required by SiRD of with the help of the administrator
 - To produce and contribute to written reports on work relating to the project.
 - To ensure that the ethos of the organisation and its values and beliefs are upheld at all times.

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Person Specification

The Person Specification describes the qualities that we will be looking for when selecting an applicant for the post. Use the Person Specification when you are completing the form to highlight your relevant skills and experience.

Essential Criteria

- To show sensitivity to the needs of and ability to build trusting rapport with individuals within the group.
- To be fully aware of the personalisation agenda for self-directed support services, the options people will have and the process they follow to receive a budget.
- To have knowledge of the SDS legislation
- Excellent communication skills including the ability to communicate using alternative methods of engaging with individual/individuals
- The ability to be respectful of and to uphold the rights of the individual in terms of their privacy, relationships and confidentiality
- Positive approaches to enable each focus person to develop their skills and grow in confidence
- Ability to record stats and produce detailed reports in a clear and concise manner
- Skills and motivation to work effectively as an individual and as a member of a team, sustaining positive and consistent approaches.
- A clear understanding of the social model of disability, the values of inclusion and equal opportunities, learning styles and their implications on how we communicate with one another
- A flexible attitude towards working hours ensuring each individual/group receives full support, which may include some evening or weekend work.

- Demonstrate a willingness to participate in and contribute to the ongoing development of professional quality monitoring systems, both within the project, service and Circles Network as a whole.

Desirable Criteria

- Preferably degree level or equivalent
- Direct experience of delivering advocacy
- Direct experience of working with groups
- Experience of delivering training
- Experience and knowledge of how to deal with conflict and perceived challenging behaviour
- Car Driver