

Saoirse Peer Worker

Initiative	Saoirse Service
Job Title	Peer Workers x 2
Located/Base	Across 4 Localities in South Lanarkshire
Employer	One post will be employed by WASLER and the other post employed by Liber8
Hours & Salary	28 hrs (£20,930 pro-rata / £11.50 p/h)
Reports To	Line Manager

Organisations

Partnership Approach.

Saoirse is a partnership service delivered by Liber8 Lanarkshire and Women's Aid, South Lanarkshire and East Renfrewshire (WASLER). The service is open to women who have been, are currently, or are at risk of experiencing domestic abuse, violence and or alcohol and substance use issues.

Liber8 has operated in Lanarkshire for 18 years; their mission is to improve the health, wellbeing and the quality of people's lives, with a particular regard to reducing the negative impact of alcohol and substance misuse on the individual, families and communities. Liber8 is a grassroots organisation, providing services across Lanarkshire. Our initial work was focused on providing proactive and reactive approaches to tackling alcohol and substance use problems, this has expanded into providing a diverse range of community-based services responding to identified needs.

WASLER have over 40 years of experience of delivering services to women, children, and young people with experience of domestic abuse. Their approach to service delivery has been developed through listening to women, children and young people and shaping services accordingly. They are specialist providers of domestic abuse services. WASLER are a specialist women's only service which is based on the principle of women supporting women. The provision of a specialist domestic abuse women's only service acknowledges the discrimination and barriers to opportunities faced living as women which exacerbates women's vulnerabilities and impacts on women's experiences of abuse.

The Saoirse Service

Saoirse is specific bespoke pilot women's service; providing tailored services to fill the existing gap for a distinctive group of women who are or have been affected by domestic abuse/ violence and substance use. It incorporates holistic person-centred integrated pathways, interventions, and opportunities, including, 1-1 specialist support; group work; wellbeing programme; safe drop in spaces; prevention, education, and self-development activities. Saoirse assist women to keep safe, grow in confidence, feel empowered and re-join their communities as valued, contributing citizens.

Saoirse delivers a trauma-informed and specialist service to women through a range of delivery mechanisms including specialist risk and needs assessments, individually tailored support packages and group work. The development team are aimed at reducing stigma and raising awareness within the communities of South Lanarkshire

The post is open to women with lived experience of the issues detailed, this could be their experience as a loved one, due to the nature of the work, they should be at least 5 years free from their own service engagement.

Post open to women only under the Equality Act 2010 pursuant to Schedule 9, Part 1.

Job Description

Job Role: Peer Worker

Purpose of Job Role

To support the provision of a safe, professional and supportive service for women across South Lanarkshire who have experienced or are at risk of domestic abuse and or alcohol and substance use issues. An understanding of the structural causes of violence against women and girls, domestic abuse and sexual violence the impact of trauma and the journey to healing and recovery is important for this role.

Post open to women only under the Equality Act 2010 pursuant to Schedule 9, Part 1.

Main Duties:

- Work effectively with other members of the team, and liaise effectively with women and girls, agencies, colleagues and other stakeholders.
- Develop effective relationships with other groups and agencies in your area and take opportunities to promote Saoirse services in the wider community.
- To have conversations and be the initial point of contact for people at the project premises. This would also entail working collaboratively in a multi-disciplinary team and being able to multi-task.
- To establish a supportive relationship with each woman, enabling them to maximise their own resources to improve their quality of life. This would also include mutuality, empathy and a focus on strengths which inspires hope.
- To assist the project workers in assertive outreach activities.
- To explore coping and self-management techniques, with woman when appropriate.
- To work with the team to assess risk and help women keep themselves and others safe.
- To help women access the support they need
- To reconnect women to their support network in the community, connecting them to positive activities.
- To model personal responsibility, self-awareness, self-belief, self-advocacy and hopefulness.
- To signpost to various resources, opportunities and activities within communities to promote choice and informed decision making.
- Assist in planning and facilitating groups/courses.
- To plan, participate in and help facilitate training activities, community events, workshops and related meetings as required.
- To be responsible for maintaining the relevant systems of paper-based and electronic documentation.
- Work with women to understand peer support and to create needs-led and evidence-based peer support interventions.
- Create, coordinate and support peer support groups for various areas (e.g., general domestic abuse, alcohol / substance use recovery groups and more specific groups as required).
- Help to assist the team to create a program of peer support groups
- Create partnerships with other local peer support groups including those relating to mental health, well-being, and other issues.

- Support all activities relating to the Saoirse service
- Support the creation and promotion of events both online and offline.

General Responsibilities

All workers have a responsibility to work alongside colleagues to maintain a high standard of service delivery.

- Attend meetings as necessary.
- Participate in the supervision system.
- Represent the Saoirse service its ethos; to work in a positive way and to feedback fully to the organisation.
- Contribute to monitoring and reports.
- Undertake training to update skills in line with training and development policy.
- To maintain anti-oppressive and anti-discriminatory work practices.
- Adhere by our organisations confidentiality policy.
- To ensure that personal behaviour demonstrates integrity, openness, honesty, is anti-oppressive, non-judgmental, and supports diversity.
- Take responsibility for inputting and storing data, and compliance with GDPR.

It is the nature of the work that tasks and responsibilities are in many circumstances unpredictable and varied. All employees are therefore expected to work in a flexible way and tasks which are not specifically covered in their job description may have to be undertaken.

Working Patterns

The post-holder is expected to work 28 hours, flexibly between Monday-Friday, with occasional evenings and weekend working required.

Person Specification

Criteria	Essential	Desirable
Knowledge and experience		
Strong understanding of violence against women, domestic abuse and coercion or the ability to quickly develop an understanding around this area.	✓	
Have computer literacy skills and have experience of working with Microsoft Office (including Excel, PowerPoint, Word) and some experience of databases	✓	
Experience of developing and delivering projects.	✓	
Experience of recording and monitoring programmes, training, interventions, and support	✓	
Experience of working with volunteers, community members and people accessing services to achieve objectives.	✓	
Experience delivering training and/or group work		✓
Experience of developing and/or delivering a peer support or mentoring program		✓
Knowledge and understanding of coproduction methodologies		✓
Some understanding of working with survivors of trauma	✓	
Skills/ Qualifications		
Able to communicate effectively, orally and in writing, to a high standard with a diverse range of people and audiences at different levels of understanding and ability.	✓	
The ability to take initiative with own development and get up to speed very quickly.	✓	
Excellent organisational skills and the ability to manage a wide range of tasks and conflicting priorities.	✓	
An ability to maintain records and produce clear written and oral reports.		✓
Able to network and build effective working relationships with a spectrum of individuals, groups, and organisations.		✓
Able to work successfully on your own initiative and as part of a number of teams and partnerships.		✓
Able to organise and prioritise own workload effectively to meet job and project objectives.	✓	
Excellent interpersonal and relationship management skills, and the ability to work with a diverse range of people.	✓	
The ability to deal with information in a confidential manner and respond with sensitivity.	✓	