



**sound  
minds**

# **Peer Support Worker Recruitment Pack**

May 2026

## **About Sound Minds**

### **The arts for mental health – peer support delivered creatively**

Sound Minds is a user-led charity transforming lives through music, film and art. We are a thriving community bound together by creativity and a shared belief in mutual learning and peer support.

Funded by Arts Council England, our Battersea studios house a creative community with music rehearsal, tuition, recording, filmmaking, drama, a visual art studio, and a choir.

Our Canerows Programme delivers a ward visiting service at Springfield Hospital and community-based Peer Support.

### **About the Peer Support Transformation Project**

The Peer Support Transformation Project is funded by and delivered in partnership with South West London and St Georges Mental Health NHS Trust, Mushkil Aasaan, and Wandsworth Carers Centre. It is an integral part of Sound Minds' Canerows programme; a user led service working to improve the lives of people who are overcoming mental health challenges.

Mental Health Peer Support gives emotional support and promotes access to information and practical advice to people experiencing mental health difficulties. A key component is that these staff use their own direct lived experience of mental health difficulties to support other people. They will work collaboratively with people within their service, focusing on the person's strengths and personal resources to offer educational, emotional and practical support towards goals that are defined by the person.

<b>Job Title:</b>	<b>Peer Support Worker</b>
<b>Salary:</b>	£27,169 per annum, pro rata
<b>Start date:</b>	As soon as possible
<b>Contract:</b>	Fixed term contract until 31 March 2027 (potential to extend subject to funding)
<b>Working hours:</b>	Part-time, 3 days (21 hrs) per week
<b>Annual Leave:</b>	25 days + bank holidays, pro-rata. Sound Minds closes over the Christmas period (dates agreed annually at discretion of management), with this time provided as paid leave in addition to annual leave entitlement
<b>Pension:</b>	3% employer contribution (Nest)
<b>Reporting to:</b>	Head of Operations (line manager) Canerows Project Manager (supervisor)
<b>Relating to:</b>	Senior Peer Support Worker x 1, Peer Support Worker x 1, Administrative Assistant – Peer Support Team x 1
<b>Location:</b>	Due to the nature of this role, you will be required to work in-person from our Battersea premises: Sound Minds, 20-22 York Road, London, SW11 3QA

### **Purpose of the role**

Mental Health Peer Support gives emotional support and promotes access to information and practical advice to people experiencing mental health difficulties.

As a Peer Support Worker, you will draw on your own direct lived experience of mental health difficulties to support other people through time-limited 1-2-1 sessions. Peer Support Workers at Sound Minds work collaboratively with the Sound Minds team and our partners at South West London and St Georges Mental Health NHS Trust. They offer educational, emotional and practical support towards goals that are defined by the client.

Peer Support Workers are supported through peer support training and regular supervision. Personal lived experience of mental ill health is essential for this role.

## **Responsibilities:**

### **Peer Support Sessions**

- To provide time-limited, outcome-focused 1-2-1 interventions to support individuals with their personal goals, helping them to live their lives as independently as possible.
- To provide a person-centred, strength-based approach that is responsive to what the individual themselves identifies will support their recovery.
- To complete up to 10 sessions per client and deliver approximately 5 to 7 peer support sessions per week.
- To work flexibly, including consideration of weekend or early evening support when needed.
- Together with Peer Support colleagues, co-facilitate group-based Peer Support sessions to groups of up to 10 people.
- To enable access to local services to promote community inclusion and connectedness, enabling sustainable recovery and support.
- To provide practical support to help people access the right services and support based on needs, preferences, and the options available.
- To actively signpost to Sound Minds' creative activities and events where clients show interest.
- To maintain awareness and best practice with regards to the safeguarding of vulnerable adults, working to Sound Minds' Safeguarding Policy at all times.

### **Administration and data processing**

- Maintain accurate and high-quality client records using databases and electronic filing systems.
- Support clients to complete relevant surveys and feedback forms at specific points in their peer support programme.
- Respond to any queries from the Trust relating to clients on your caseload in a timely manner, maintaining the required level of detail, accuracy and professionalism.
- To attend fortnightly Peer Support Team allocation meetings, working with colleagues to allocate clients accordingly.
- Report quarterly client data updates in a timely manner, supporting the Head of Operations in compiling quarterly reports to the Trust.
- Undertake any other ad-hoc administration related to the project from time-to-time. For example, scanning documents or printing Peer Support Group resources.

## **General**

- To attend appropriate internal and external training courses, supervision and staff development.
- To be sensitive to the complex boundary issues in user-led work, act appropriately and with high standards of confidentiality.
- To adhere to Sound Minds' policies related to Equality, Diversity and Inclusion, Health and Safety, and Safeguarding.
- To understand and respects the rights of service users including choice, self-determination and cultural and religious needs.
- To adhere to data collection guidelines, complying with Sound Minds' Data Protection policy.
- To maintain positive and effective working relationships with colleagues.
- Any other duties that may be required in connection with this role.

## **Person Specification**

### **Essential**

- Lived experience of mental health difficulties.
- Good understanding of the mental health system.
- Can demonstrate an awareness of the needs and perspectives of people experiencing mental health problems and of different cultures.
- Can demonstrate an awareness of issues around confidentiality and boundaries.
- Well organised, with good time management skills and attention to detail.
- Ability to learn and be supported through supervision.
- Excellent verbal communication skills and a high standard of written English.
- Strong Office IT skills including MS Word and Excel or equivalent.
- Able to relate to a wide range of people.
- To be proactive, use own initiative, and have a positive and can-do attitude.
- Collaborative approach to working with others, as part of a small, busy and passionate team.
- Flexible attitude to working hours.
- An understanding of the values and behaviour expected within this role
- Caring attitude towards people living with long term mental ill health and an understanding or how this role supports the needs of people with mental health issues.
- Clear understanding of and commitment to Equality, Diversity & Inclusion and how they relate to mental health.
- Willingness to have a Disclosure and Barring Service (DBS) check.

## Desirable

- Experience of working with people with mental health problems in any setting.
- NVQ or Equivalent in Health or Social Care or a caring profession
- Clean driving licence.
- Additional language skills.
- Willing to share own experience of mental health problems to help others.

Sound Minds strives to maintain a diverse community of staff and volunteers who are reflective of the people we serve. While we welcome applications from all backgrounds, we particularly encourage applications from people from global majority backgrounds.

## How to apply:

**Deadline for applications: 10:00am, Monday 29<sup>th</sup> June 2026**

Application form:

- Download the Application Form for the role from our website.
- Complete the form and rename the file 'Your name\_Peer Support Worker'
- Return your completed form to [staff@soundminds.co.uk](mailto:staff@soundminds.co.uk) with 'Peer Support Worker' in the subject line.

Equal Opportunities Monitoring Form:

- Please also complete the Equal Opportunities Monitoring Form from the link on our website.

We want everyone who believes they meet the person specification to feel comfortable and confident applying for this role. It is our responsibility to make the application process accessible - if you require this pack in a different format or if you would like to apply in a different way, please email Sound Minds' Administrator, Lindsey, at [lindsey.cross@soundminds.co.uk](mailto:lindsey.cross@soundminds.co.uk)

Applications received after the deadline cannot be considered.

**Interviews:** Interviews will be held in-person at Sound Minds, 20-22 York Road, London, SW11 3QA. There is a space on the application form to let us know of any access requirements you may have for the interview.

**First interviews: Monday 6<sup>th</sup> July 2026**

**Second interviews: date to be confirmed**