



JOB DESCRIPTION

Position:	Peer Support Link Worker
Hours:	27 Hours per week (Monday – Friday within 0900 to 17.00 hrs. Some occasional evenings/weekends with reasonable notice)
Salary & Benefits:	£13.85 per hour. NEST pension scheme
Holiday entitlement:	28 days per annum pro-rata plus bank holidays
Location:	Home based / mixture of hybrid working focusing on the Harlow Maternity Hub area
Responsible to:	Programme Lead – P2P Perinatal Peer Support
Key contacts:	Expectant and new parents (particularly those with mental health needs), midwives, perinatal mental health teams, social care teams, community groups and organisations delivering perinatal peer support, volunteers, peer supporters, a range of early years services.
Responsible for:	Supporting the emotional wellbeing of parents during the perinatal period by strengthening delivery and access to peer support, working closely with, but being distinct from perinatal mental health services.

This is a Fixed Term Contract with potential for extension post 31 March 2027

Staff have an individual responsibility to safeguard and promote the welfare of all children and adults at risk; to be an advocate for their rights, to be listened to and to be safe.
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Outline of Post

To strengthen peer support across the designated area of Harlow to build emotional resilience during pregnancy, birth and beyond

Guided by the Programme Lead, the key responsibilities include:

- Enabling mothers, fathers, and partners to access peer support.
- Raising awareness of the benefits of emotional wellbeing and peer support.
- Identifying needs and helping to address gaps in peer support.
- Growing and strengthening peer support.

Enabling mothers, fathers, and partners to access peer support.

1. Respond to referrals carrying out initial holistic assessments to help parents identify their health and wellbeing needs and plan personal goals.
2. Help expectant and post birth parents to access local peer support appropriate to their needs.
3. Work closely with Specialist Perinatal Mental Health Teams, sharing information about peer support initiatives available, what they offer, and how to signpost / make referrals.

Raising awareness of the benefits of emotional wellbeing and peer support

1. Build mutually beneficial relationships with frontline NHS, early years, and VCS practitioners.
2. Plan, develop, organise, and deliver a range of activities in the community and alongside clinical settings that engage with expectant and post birth parents, and families.

Identifying perinatal mental health needs and helping to address gaps in peer support

1. Where appropriate, refer parents back to health professionals/agencies, when the parent's needs are beyond the scope of peer support.
2. Work with a diverse range of communities, including those who experience health inequalities, and encourage parents to share their views and experiences, particularly those who are marginalised.
3. Identify barriers that parents face to improved emotional wellbeing and how these could be addressed
4. Help plan new perinatal peer support initiatives including for fathers, partners, and women experiencing higher risk mental health needs

Growing and strengthening peer support

1. Seek out groups and organisations offering perinatal peer support in the local area and encourage them to join and participate in the peer support network
2. Promote and deliver new perinatal peer-to-peer support including, face-to-face and virtual groups, and one-to-one peer support
3. Organise events and opportunities that help members of the peer support network to feel valued and involved
4. Participate in stakeholder meetings when required

General

1. To be proactive in ensuring that Parents 1st Equality and Diversity policy is applied to all aspects of work and positively promote the principles of the policy amongst colleagues, parents and other members of the community

2. Assist with marketing and communications
3. Ensure monitoring and evaluation data is accurately collected and forwarded to the Programme Lead
4. Efficient record-keeping in line with Parents 1st Record Keeping Policy and Procedure
5. Assist with training, taster courses and volunteer recruitment events, where applicable
6. Carry out your role safely and effectively, attending regular reflective supervision, following safeguarding procedures, ground rules, boundaries, and organisational policies and procedures
7. To ensure the safety and well-being of all users, staff, and volunteers through risk assessments for all activities
8. To be familiar with and apply Parents 1st Health and Safety procedures at all times within your work and to attend training in these areas
9. To contribute to the accountability of Parents 1st through assisting in the maintenance of agreed records including statistics, registers, risk assessment records, contracts, evaluations, accident books etc
10. To deputise for other staff as required
11. To be aware of and follow Parents 1st Safeguarding Children and Adults at Risk procedures and attend regular training
12. To attend regular staff meetings and supervision as required
13. To attend training associated with the post as required
14. To ensure that appropriate confidentiality is maintained

NB This post is exempt from the Rehabilitation of Offenders Act 1974 and is subject to an enhanced Disclosure and Barring Service check. When shortlisting we are looking to interview people who show on their application form that they meet the criteria and competencies listed below. Priority is given to the essential criteria. We will use the interview and assessment process to explore this further and to cover those areas that cannot be shown on a written application.

The Health & Safety at Work Act (1974) and other legislation places responsibilities for Health & Safety on all employees. Therefore, it is the post holder's responsibility to take reasonable care for the Health and Welfare of him/herself and other employees in accordance with legislation, policy, and Programme. Where the post holder is disabled, every effort will be made to supply all the necessary employment aids, equipment, or adaptations to enable him/her to perform the full duties of the job. If, however, a certain task proves to be non-achievable then job redesign will be given full consideration.

It is the responsibility of the individual to inform the Business Manager of Parents 1st (in strictest confidence) of their medical history and any changes, which could affect their work duties.

Personal Specification

Essential

- Lived experience of having a mental health issue or supporting someone experiencing a mental health issue
- Excellent listening skills, and experience of providing personalised, strengths-based support to adults
- No qualification is necessary but must be willing to work towards a Level 3 vocational qualification relevant to the post
- Ability to use MS Word, Internet, Zoom, Microsoft Teams, and Email competently
- Ability to use social media such as Facebook, WhatsApp, Twitter
- Good standard of written English

- Deep understanding and awareness of the emotional issues parents may experience around pregnancy, childbirth, and parenting
- Strong skills and personal qualities for enabling parents to overcome the barriers they may face when experiencing perinatal mental health issues
- A proven understanding of the issues of confidentiality, data protection, safeguarding and domestic violence
- Good organisational and planning skills, and an ability to prioritise when there are competing demands
- Confident and professional approach to working with Perinatal Mental Health Teams
- Potential to utilise resources and opportunities creatively
- Able to work hours in a flexible way when needed including occasionally at weekends/evenings, with reasonable notice, to meet the needs of the service
- Ability to work autonomously and as part of a team
- Excellent communication skills, both written and verbal in a variety of contexts
- Has a driving licence, access to own transport and able to travel to a variety of locations
- Understands and is fully committed to equal opportunities, including anti-racism and anti-discriminatory practice
- Absolute commitment to safeguard and promote the welfare of children and adults at risk, ensuring their needs are addressed / listened to
- Comfortable with Parents 1st working environment, ethos and approach

Desirable

- Previous experience as a peer supporter
- Ability to use MS Excel and Power Point
- Experience of multi-agency working with statutory and voluntary agencies
- Experience of delivering training
- Ability to facilitate and deliver online groups for ante-natal and post-natal parents
- Knowledge and awareness of current issues in community work

How to apply

Please send your completed application form and a covering letter to recruitment@parents1st.org.uk by Midday on Tuesday 12th May 2026.

For an informal chat about the role or for more information, please email Zoe Jarvis, Programme Lead at zoe@parents1st.org.uk.