



JOB DESCRIPTION

Position:	Peer Support Worker for pre and post birth Fathers¹– Thurrock Family Hub and Start for Life Programme
Hours:	22.5 hours per week
Salary & Benefits:	£13,852 (£23,088 FTE) Holiday entitlement 28 days per annum pro-rata plus bank holidays NEST work-based pension scheme.
Location:	Flexible working based in Thurrock family hubs with additional travel (mainly Thurrock area) Some home working
Key contacts:	Joined up working with Thurrock Family Hub services, expectant and new fathers and partners and their babies/children, Parents 1st staff team and peer support volunteers, midwives, perinatal mental health services, parent/infant relationship services, health visitors, social workers, and voluntary sector workers, early years and family support workers, potential and new volunteers.
Reports to:	Parents 1st Programme Manager (Perinatal Peer Support). Thurrock Family Hubs / Start for Life Initiative
Responsible for:	Developing and delivering peer support for fathers before and after the birth of a baby

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

Outline of the Post

¹ The term 'fathers' includes biological and non-biological fathers

This exciting new post will form part of a new peer support worker team with the aim of supporting the best start for babies in Thurrock. The new Start for Life programme in Thurrock involves the development of 3 new Family Hubs. This new peer support role will work closely with the Family Hubs to offer much needed, informal, Dad-to-Dad support to enable a smoother transition to fatherhood.

Summary of Purpose

1. Working in close collaboration with Thurrock Family Hub services, supporting inclusive support and a 'voice' for local pre and post fathers.
2. Offering peer support to pre and post birth fathers whether a first-time father or a father having a subsequent baby.
3. Engaging with socially isolated fathers and those experiencing language, cultural or mental health issues to provide 1:1 peer support in the community and in fathers' homes.
4. Working as part of a team of Peer Support Workers with the aim of delivering wrap-around peer support to mothers, fathers, and birthing people.
5. Supporting a caseload of vulnerable fathers, ideally starting before the birth and continuing during the early months of parenthood.
6. Giving user feedback about Family Hub services and enabling user involvement to inform appropriate development of Family Hub services.
7. Supporting fathers and partners to feel confident and empowered and to enable easy access Family Hub services.
8. Sharing evidence-based information about fatherhood, health and wellbeing during pregnancy, preparing for labour and birth and changes ahead, to enable fathers to feel supported and listened to.
9. Developing new opportunities for fathers to support each other via a variety of mediums such as face to face activities, text and WhatsApp, online groups and information sessions.
10. Assisting with outreach activities in the community to raise awareness and enable families to access services.
11. Offering supported signposting and advocacy to enable easier access to Family Hub and other local services.

You will be supported by the Parents 1st Programme Manager and wider staff team.

Key tasks:

1. Carrying out a variety of regular community activities that engage with vulnerable expectant fathers and partners

- Seek out, set-up and deliver regular activities in the community that provide opportunities to introduce peer support informally to expectant and post

birth fathers e.g. groups, informal Dad's café, outreach visits to families in the home or living in temporary accommodation.

- Build relationships with local men's groups, mental health support, Family Hub practitioners, voluntary sector agencies etc. to nurture collaborative working through meeting them in person, attending relevant meetings, keeping them supplied with promotional materials, and providing them with regular updates by e-mail, phone etc.
- Identify and ensure up to date information is shared about local services, facilities and activities available to expectant and new fathers in the local area so that peer supporters can enable fathers to benefit from them
- Contribute new ideas to engage with vulnerable fathers and partners
- Contribute to marketing and promotion under the direction of the Programme Manager e.g., developing materials, press, radio, social media.
- Assist in promoting the programme by posting and moderating our Facebook and social media pages.
- Carry out other duties in line with the responsibilities of the post.

2. Delivering activities that provide opportunities for expectant fathers to support each other and share evidence-based information with them.

- Establish spaces (in collaboration with fathers and Family Hub services) where pre and post birth fathers can access information and have opportunities to meet informally.
- Facilitate online peer support sessions and groups for pre and post birth fathers.
- Set up and deliver other peer support activities co-produced with local fathers e.g., a drop-in service, walk & talk group sessions etc. with the aim of increasing opportunities for peer-to-peer support and the formation supportive friendship groups.
- Share evidence-based resources focusing specifically on the transition to fatherhood, health and emotional wellbeing of fathers, bonding with baby, what to expect during pregnancy, labour and birth, how to care for mother and baby etc.

- Develop activities that enable pre and post birth fathers to continue to meet or stay in contact with each other for mutual support.
- Increase awareness and knowledge for families to value fatherhood decrease any stigma and fear associated with asking for help or support.

3. Delivering peer-to-peer support to a caseload of vulnerable fathers and partners starting pre-birth

- Provide regular semi-structured home visits to a caseload of fathers as required starting as early as possible in pregnancy and continuing until at least 3 months post birth using the Parents 1st materials and strengths-based, solution focused approach.
- Ensure information and resources shared with fathers are up to date, appropriate and evidence based.
- Ensure the home visiting evaluation tools are completed accurately and submitted on time.
- Encourage fathers supported, to navigate and benefit from services available to them, assisting them to take the 'first step' if necessary.
- Contact the Programme Manager if a family requires further help, and take appropriate action if the well-being of an unborn baby, infant, child or adult could be at risk.
- Regularly reflect on the progress of the support delivered by completing reflective diaries and participating in regular one-to-one and peer group supervision sessions.

4. Supporting the day-to-day delivery of Parents 1st peer support programme

- Carrying out some initial assessment visits for fathers referred for peer support, following all procedures, policies and agreed ways of working.
- To work alongside the programme delivery team ensuring streamlined and successful delivery of the programme.

General tasks and responsibilities of all Parents 1st staff

- To follow Parents1st policies and procedures including professional boundaries, lone working, equality, and diversity.
- To alert the Safeguarding Lead to any adult or child protection concerns.
- To ensure the safety and well-being of all users, staff, and volunteers through risk assessments for all activities and home visits.
- To be familiar with and always apply Parents 1st's procedures within your work and to attend training in these areas.
- To contribute to the accountability of Parents 1st through assisting in the maintenance of agreed records including statistics, registers, risk assessment records, evaluations, data collection, financial transactions etc.
- To assist other team members as required, especially if joint visits are necessary.
- To be proactive in ensuring that Parents 1st's Equal Opportunities policy is applied to all aspects of the work.
- To be aware of and follow Parents 1st's Combined Safeguarding Adults & Children procedures and attend regular supervision and training.
- To follow lone working guidelines and procedures and use the lone working app provided by Parents 1st.
- To attend regular staff meetings and supervision as required.
- To attend training associated with the post as required.
- 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 from 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 Chief Executive Officer of Parents 1st (in strictest confidence) of their medical history and any changes, which could affect their work duties.

PERSON SPECIFICATION

Qualifications	Essential / Desirable
Level 3 qualification relevant to the post or willing to work towards during the first year in post	Essential
Knowledge and understanding of	
Pregnancy, childbirth, the transition to parenthood, and secure infant attachment	Essential
The value of peer support and how it differs but complements the support provided by professionals	Essential
The role of services for expectant fathers and partners, children, young people and families	Essential
Confidentiality and data protection	Essential
The importance of reflection and supervision	Essential
Experience of	
Supporting fathers with a diverse range of needs through pregnancy and the first three months or relevant lived experience	Desirable
Building trusting peer relationships with vulnerable fathers that enables them to find their own way forward	Desirable
Successfully engaging with vulnerable fathers from different communities and backgrounds	Desirable
Volunteering and peer support	Desirable
Skills	
Time management and organisational skills including ability to independently schedule regular home visits in response to identified parent needs	Essential
Well-developed skills in using a strengths-based, solution focused and empowering approach that avoids dependency	Essential
Excellent active listening skills	Essential
Basic literacy and numeracy skills and good verbal communication skills	Essential
IT skills (MS Office – Word, Outlook, Explorer, and social media)	Essential
Values	
Fully committed to using an empowering, early preventative and strengths-based approach to supporting fathers	Essential
Fully committed to equal opportunities, including anti-racism and anti-discriminatory practice	Essential
Absolute commitment to safeguard and promote the welfare of children and vulnerable adults, ensuring their needs are addressed/listened to	Essential
Comfortable with the Parents 1 st UK st ethos, approach and working environment	Essential

Circumstances	
Has a driving licence, access to own transport and able to travel to a variety of locations	Essential
Willing to undertake relevant additional training	Essential
Able to work flexible hours as required including occasional evenings/weekends	Essential