




Peer Worker - Barnsley Street Project

Recruitment Pack
September 2025

 **Mind**
Tower Hamlets,
Newham and
Redbridge

Mind in Tower Hamlets Newham and Redbridge

We're Mind in Tower Hamlets, Newham and Redbridge (MindTHNR), part of a network of over 100 local Minds who tailor trusted mental health services to the community. MindTHNR has been delivering services and support for people living in our community for over 30 years.

We offer a variety of services included Mental Health Support, Well-being Groups, Talking Therapies, Employment Support, Advice and Information, as well as Advocacy services. We strive to provide services that adapt to the dynamic needs of our communities. We believe in collaborating with our communities in the production, design, and delivery of these services.

Our goal is to deliver inclusive services that are accessible to anyone who needs them and to ensure that no one has to face mental health issues alone. We are committed to meeting the diverse needs of our communities and actively advocate for addressing healthcare inequalities to ensure equitable access to services. As an anti-racist organisation, we are dedicated to promoting racial justice within mental health.



Vision, culture and values

Our Vision

Mind in Tower Hamlets, Newham and Redbridge has a vision of a society where people with mental health and emotional needs are accepted and included without fear of stigma and discrimination. We want to work towards a society where our clients' needs and ambitions are supported. We believe that everyone has the right to access comprehensive services which enable them to reach their full potential and to work towards their recovery.

Our Culture

We are committed to anti-discriminatory practice. We know that those who are accessing our services are most likely to be impacted by systemic inequality, so it is integral that we are challenging, championing and proactively removing barriers in all aspects of our work.

Our strength lies in the diversity of our staff, volunteers and clients. This allows us to continue to create the most supportive and culturally competent services for our community. Together we build spaces where everyone is embraced, trusted and valued so they can be themselves and fulfil their potential.

Through a listening & learning journey we have taken time to educate ourselves, we have made significant progress, however we know that there will always be work to do. Over the next three years we will set out a clear action plan to ensure that anti-discriminatory practice is embedded throughout our core five priorities areas. We will not stop developing, sharing and working on this culture and we take pride in our workforce and all they bring to MindTHNR.

Our Values

- **People first** our staff and volunteers amplify the voices of those who need us most, to continue to meet changing mental health needs.
- **Integrity** we are open and transparent in all our work, and accountable to our clients, volunteers, staff, funders and partners.
- **Together** we believe the best outcomes come from working together. By sharing ideas, embracing new approaches, and valuing the voices of those with lived experience.
- **Inclusivity** we challenge barriers put up by the system and create spaces for people to be authentically themselves.
- **Compassionate** We believe everyone should be treated with compassion, so kindness and empathy sit at the heart of our trauma-informed approach.
- **Co-production** is at the heart of what we do, we ensure that people with lived experience of mental health shape our work.

The role

Job title	Peer Worker - Barnsley Street Project
Reports to	Co-Production and Community Engagement Coordinator
Salary	£27,007 per annum (pro-rated for part time)
Contract	Fixed Term Contract until May 2026 (potential for extend depending on funding)
Hours	15 hours per week (0.4 FTE)
Direct reports:	N/A
Location	Barnsley Street Neighbourhood MH Centre (<i>53-55 Barnsley Street, London, E1 5RB</i>) and MindTHNR's main office (<i>Open House, 13 Whitethorn Street, London, E3 4DA</i>)
Holiday	28 days + bank holidays (pro-rated for part time)
Pension	8.5% combined pension contribution
Deadline to apply:	14 th October 2025 at 10.00am

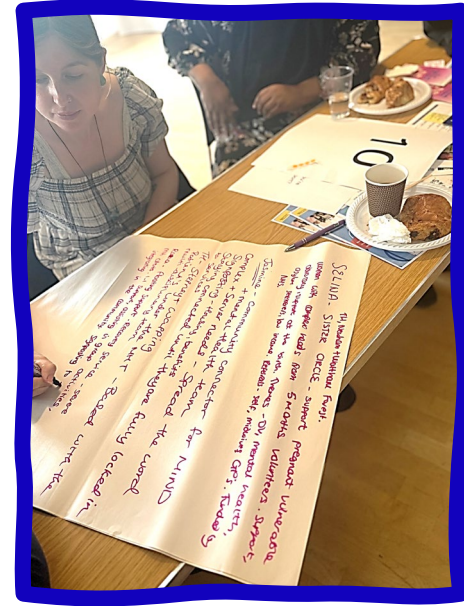


The role

In 2024, Tower Hamlets received Trailblazer funding to develop and implement new models of community-based mental health care that integrate clinical and voluntary sector provision, in line with [The Community Mental Health Framework](#). The Tower Hamlets Mental Health Alliance (THMHA) was formed two years ago to create a bold new community-based mental health support service for Tower Hamlets residents. THMHA consists of 18 Voluntary, Community, Faith, and Social Enterprise Sector (VCFSE) service providers that have come together in partnership. The primary criterion for membership is that the organisation either specialises in mental health support or has a significant and growing focus on mental health in its work. Mind in Tower Hamlets, Newham, and Redbridge is a member of this alliance.

Alongside THMHA members, Look Ahead, and East London Foundation Trust, we are implementing a new community-based, 24/7 mental health care system that prioritises the tailored needs of individuals facing mental health challenges. The goal is to provide support in a non-hospital setting, preventing the need for more intensive interventions in the future.

Your role will be to help deliver personalised interventions, helping individuals access the right services, by supporting them to set goals and offering guidance to help them achieve their goals and aspirations. The Peer Worker is part of a multidisciplinary team that provides a person-centred care.



Job Description - Responsibilities 1

- Use lived experience to deliver personalised interventions, helping individuals access the right services while promoting hope and positivity in line with the CHIME framework.
- Promptly escalate concerns or risks following agreed procedures, complete risk assessments, and respond to emergencies as needed.
- Support individuals in identifying goals, strengths, and support networks, offering guidance, encouragement, and follow-ups to help them achieve their aspirations.
- Provide practical advice, information, and signposting while addressing barriers, including accompanying clients to appointments when necessary.
- Collaborate with colleagues to embed Co-Production principles, ensuring service users are actively involved in shaping their support while maintaining culturally sensitive records.
- Participate in initiatives within the Barnsley Street Project and support the development of procedures and guidelines, and assist in improving peer support services.

Job Description - Person Specification 1

Essential; mission and values alignment

- An understanding of the mental health field and an awareness of the needs of those facing mental health challenges, particularly within Tower Hamlets, Newham and Redbridge
- A commitment to our values, culture and anti-discriminatory practice

Essential; skills and experience

- **Lived experience** - of mental health service use (statutory or 3rd sector), either as a client or a carer
- **Supporting mental health needs** - Experience of working with clients with mental health needs and supporting them to achieve their goals and working with people that may be in crisis
- **Understanding our clients** - experience of working in multi-cultural communities
- **Understanding of Peer Support** and Personal Recovery approaches
- **Record keeping** - Ability to maintain accurate records and to provide information required for monitoring
- **Organisational / Time management** - ability to manage multiple tasks, prioritise effectively, and maintain a high level of attention to detail.

Job Description - Person Specification 2

Essential ctd.

- **Interpersonal skills** - ability to build and maintain strong relationships with all the key stakeholders across the service
- **Solution focused** - ability to be able to take an innovative and solutions-based approach to challenges, whilst considering the thoughts and experiences of others
- **Self-awareness** - the ability to reflect on your own practice and take on feedback

Desirable;

These are not a requirement for the role but would be an added bonus for us if you had;

- Ability to support co-production of solutions alongside people with lived experience
- Experience using in Microsoft Office365 including (Outlook, Word, PowerPoint, Excel, Teams
- and SharePoint)

Requirements for the role

- Right to work in the UK (unfortunately we cannot offer sponsorship)
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

Application

To apply email your CV and responses to the following questions to
Recruitment@mindthnr.org.uk

1. What is your motivation to work for MindTHNR and what attracts you to this role?
2. What relevant skills, knowledge and capability will you bring to MindTHNR?

It's important that you answer these questions fully, showcasing examples of your skills and experience (both professional and personal) relevant to the job description and person spec. We want to hear about your individual skills and experience, please avoid using AI software or tools. We appreciate they can help with formatting/giving structure, but if your answers to these questions are very similar to those put through AI software your application may be disregarded.

Deadline to apply: 14th October 2025

Interviews: Week beginning 20th October

Please let us know how we can make the recruitment process more accessible for you or if you would like us to send you the job pack in a different format by emailing the People team at Recruitment@mindthnr.org.uk



Why work here...

Working somewhere you know you are making a positive impact to people's mental wellbeing is incredibly rewarding, but we also want to make sure our employees are recognised for the important work they do. Some of our benefits include;

Connection

We have regular social lunches, away days and celebrations throughout the year, with both our staff and community members.

Taking time away from work

We have a generous 28 days holiday entitlement, plus bank holidays (pro-rated for part time employees)

Employee Assistance Programme (EAP) and OH support

You can access 24-hour support via our EAP and if you do need additional support in your role, or returning to work after a period of leave, we can get specialist recommendations from our external Occupational Health provider

Online discounts and tickets

You are eligible for discounts at a range of online stores and can access low or no cost tickets for shows and events.

Shining Star Award

We have a quarterly peer-nominated recognition scheme linked to demonstrating impact in line with our values. Winners gets an additional day off



Eid Celebrations



*All staff away day
2025*