

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Adult Care and Community Wellbeing

Job Ref Number: 04512

Service Area: Deputy Director of Adult Social Services – Mental Health Team

Grade: G5

Job Title: Peer Support Mentor (Autism & Mental Health Inpatient Transitions)

PURPOSE OF JOB:

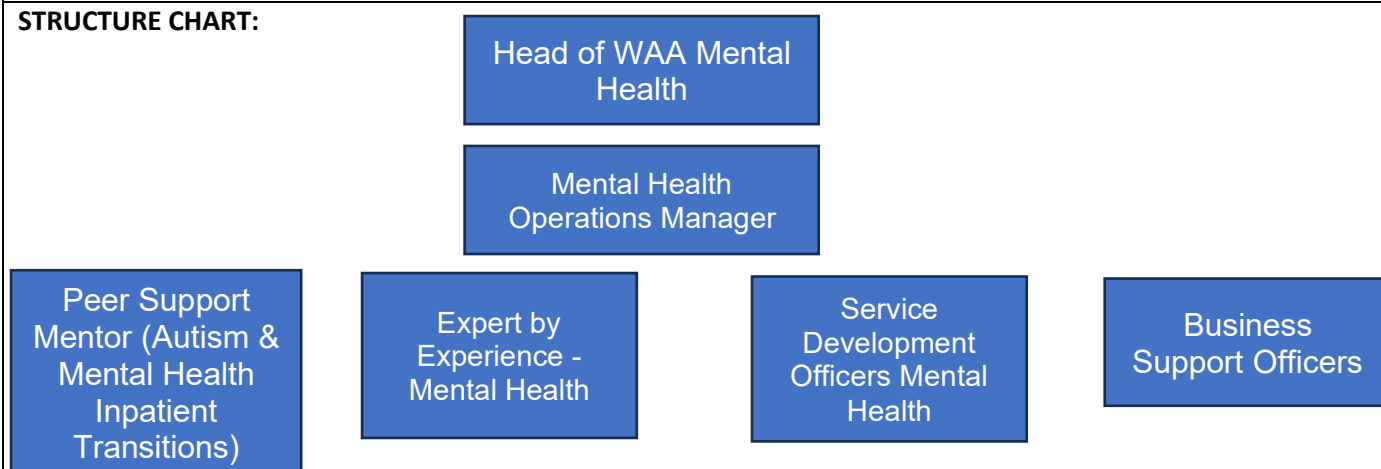
The Peer Support Mentor role has been designed for individuals with lived experience of autism and/or mental health services to provide compassionate, strengths-based support to autistic adults during their inpatient stay and throughout their transition back into the community.

Working as part of Lincolnshire's integrated health and care system, this role helps individuals feel understood, reduces anxiety, and enhances communication between the person, their families, and professionals. By sharing your own lived experience, you will offer hope, encouragement, and practical insights to help people build confidence and regain control during their recovery.

You will create safe, non-judgmental spaces where people can openly share their experiences, while recognising and building on their strengths, identity, and aspirations. A significant part of the role involves supporting personalised discharge planning, addressing any transitional safeguarding needs arising, ensuring plans reflect the individual's goals, sensory needs, and community connections.

Through consistent, peer-led support, you will empower people to maximise their independence, sustain their wellbeing, and reduce the risk of future readmission. This role complements clinical care by providing a holistic, relational approach that supports positive outcomes for autistic adults and adults with mental health needs across Lincolnshire.

STRUCTURE CHART:



MAIN DUTIES:

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| 1 | To build safe, trusting, and recovery focused relationships with people using services through empathetic, non-judgmental communication and appropriate sharing of lived experience. |
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2	Communicate clearly and sensitively with people, carers, colleagues and partner organisations, adapting communication styles to individual needs.
3	To provide practical peer support to help individuals engage in daily living, prepare for meetings, navigate services and make informed choices about their care.
4	Support people to access community resources, opportunities, and networks that promote social connection, wellbeing, and participation in meaningful roles.
5	Work alongside multidisciplinary colleagues, peers and partner agencies to promote co-production, mutuality and effective collaboration across services.
6	Champion person-centred, trauma-informed and anti-discriminatory practice, recognising and valuing the personal, social, cultural and spiritual strengths of each individual.
7	Maintain accurate, timely, and confidential records and comply with Council policies, procedures, and relevant legislation.
8	To contribute to the development of peer support within the team, helping to build a strong and sustainable peer support culture.
9	To promote hope, self-belief and personal responsibility by modelling recovery principles and sharing coping, self-help and self-management strategies.
10	Support individuals during transitions, including moving between services or stepping down from clinical support, coordinating personalised discharge and transition plans, including transitional safeguarding arrangements where required, to promote safety, independence, and positive outcomes.
11.	You may occasionally be asked to undertake such other duties that are deemed necessary in order to support business continuity within the Council. This will only include tasks where you are appropriately trained.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
GCSE Grade C or Level 5 or equivalent in English and Maths.	A/I	✓	
Experience of navigating inpatient or community mental health services.	A/I	✓	
Ability to reflect on lived experience in a safe, boundaried, and purposeful way.	A/I	✓	
Ability to establish and build trust and rapport with people experiencing distress or uncertainty.	A/I	✓	
Good written, verbal, and non-verbal communication skills, including adapting to different communication needs.	A/I	✓	
Ability to support autistic people with sensory needs, communication differences, and anxiety.	A/I	✓	
Good organisational skills to manage your own diary and a small caseload effectively.	A/I	✓	
Basic IT skills, including proficiency with Microsoft office applications (outlook) and the ability to use electronic recording systems confidently and accurately.	A/I	✓	
Able to relate empathically with people, demonstrating patience, and emotional resilience.	A/I	✓	
Able to inspire, motivate and instil hope in others	A/I	✓	
Ability to work collaboratively within multidisciplinary teams.	A/I	✓	
Ability to maintain confidentiality and professional boundaries.	A/I	✓	

Understanding sensory needs, autistic communication styles, and masking.	A/I	✓	
Friendly and reliable with a strong commitment to strengths-based, person-centred practice.	A/I	✓	
Able to demonstrate an understanding of autism-affirming practice and trauma-informed approaches.	A/I	✓	
Able to demonstrate an understanding of mental health conditions and recovery focused support.	A/I	✓	
Able to demonstrate an awareness of the impact of hospital environments on autistic people.	A/I	✓	
Basic awareness of safeguarding principles	A/I	✓	
Ability to travel independently and efficiently throughout Lincolnshire to undertake home visits, hospital visits, community-based appointments and meetings, including locations not reasonably accessible by public transport. Due to the rural nature of the county and the frequency of travel required, a suitable licence (i.e. full UK driving licence, full or provisional motorcycle licence) and access to suitable transport will normally be required.	A/I	✓	
Able to demonstrate the experience of supporting others in a peer, voluntary, or mentoring capacity.	A/I		✓
Knowledge of Care Act principles and adult social care pathways.	A/I		✓
Familiarity with Care Act principles, discharge pathways, and community support options.	A/I		✓
Able to demonstrate an understanding of local community resources, voluntary sector support, and autism-specific services.	A/I		✓
Experience participating in co-production, service improvement, or lived-experience panels.	A/I		✓

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.