



Volunteering Role Description: Peer Mentor – Minerva Service

Volunteering Position: Peer Mentor

Supervisor: Minerva Peer Mentor Co-Ordinator

Expenses: Travel expenses within London and £4 for lunch will be reimbursed.

Commitment: Attend a 6-day training in person and online and shadowing period.
Attend peer mentor team meetings, individual supervision, and ongoing training.

Location: Based out of Advance's women's centres in Hammersmith, Finsbury Park and Stratford, with travel across London

Advance's Minerva Project:

Founded in 1998, *Advance*, is an award-winning innovative charity, led by and for women. Our vision is a world in which all women and girls can lead safe, equal lives that are both violence and crime-free. We enable women to thrive, not merely survive.

Through the Minerva Project, Advance delivers wraparound trauma-informed advocacy and support to women and girls who are impacted by the criminal justice system that maybe experiencing domestic abuse and multiple disadvantages. This work purposefully addresses the co-existence of victimisation and offending and aims to reduce further involvement with and divert women away from the Criminal Justice System as early as possible.

Peer Mentor Service:

In collaboration with Minerva Keyworkers, Peer Mentors will build relationships with their mentee's through one to one mentoring, as well as through group work exploring self-care, empowerment and creativity. Peer Mentors will provide emotional and practical support through caring, listening and encouraging service users with small steps and use their lived experience to help to empower women and girls to recover from the trauma of their experiences so that they can move forward with their lives.

Criteria:

To join the Peer Mentor team, you must have lived experience with the Criminal Justice System. This could include prior experience of:

- * Being arrested
- * Being convicted by a court
- * Serving a community order
- * Serving a prison sentence
- * Being under probation supervision

Advance recognises that women and girls' journeys to recovery after experiencing trauma are not always linear. Peer Mentors must be in a place in their own lives where they are not currently facing risk of harm or have ongoing support needs in relation to experience of violence and abuse, current drug or alcohol use and/or contact with the criminal justice system within the last 12 months.

If you would like to volunteer with Advance but are unsure if you meet these essential criteria, please reach out for an informal conversation with our Peer Mentor Coordinator. You can contact Zsa at: peermentor@advancecharity.org.uk or **07947205584**. We would be happy to discuss any questions or concerns you have about whether this role is the right fit for you.

This role is open to female applicants only as being female is deemed to be a genuine occupational requirement under Schedule 9, Paragraph 1 of the Equality Act 2010.

Advance is committed to equality and diversity and strongly encourages applications from women with disabilities, from BME backgrounds and the LGBTQ+ community, as these groups are currently under-represented in our organisation.

Role of a Peer Mentor:

Peer mentors will collaborate with keyworkers to support service users to make positive changes to their lives through caring, listening and supporting with small steps.

During your time as peer mentor, we would ask that you:

1. Provide emotional and practical support to women in achieving their individual goals.
2. Act in a supportive, non-judgemental, and nondirective manner.
3. Attend induction, shadowing, volunteer meetings, supervision, and ongoing training as necessary.
4. Maintain boundaries with service users, volunteers and staff at all times.
5. Deal sensitively and confidentially with enquiries from service users, professionals and visitors to the project.
6. Undertake all necessary administration relating to service users and you as a peer mentor.
7. Work in accordance with Advance's safeguarding policies and procedures, sharing all safeguarding concerns with the Peer Mentor Coordinator for escalation as appropriate.
8. Adhere to the organisation's Volunteering Policy, Volunteering Problem Solving Policy and Procedure, Code of Conduct and all other relevant policies.

This role description sets out the duties of the post at the time when it was drawn up and will be reviewed from time to time. Duties may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

Peer Mentors will be offered:

1. An initial 6-day training covering a number of subjects such as active listening, boundary setting, and knowledge around the 9 pathways of offending focusing on Mental Health, Domestic Abuse and Substance Misuse. You will also have the opportunity to shadow keyworker's and groups run at our Women's Centres.
2. Continual update of training throughout the time in role, including external training.
3. Opportunities for progression within the Peer Mentor programme including the Peer Mentor Bronze, Silver and Gold Award.
4. Invitation to Away Days and team meetings with the Advance team, where appropriate, including Volunteering Week Celebrations.
5. One to one supervision and peer mentor team and peer support meetings.
6. Reimbursement for expenses related to volunteering, outlined in the volunteering policy.