

Peer Support Supervisor Role Profile

The intention of the Alliance Peer Support service is to ensure that all Police Officers and Staff who engage with the service and are suffering from any level of a deterioration in their mental wellbeing, are treated with fairness, respect and understanding, so that they feel fully supported to take control of their own recovery.

It is essential that a Peer Support Supervisor works according to the Peer Support Supervisor Code of Conduct whilst modelling the following Skills and Values.

Skills and Values:

- See supervision as a mutual means for developing skills for better practice – not as a relationship of seniority or control.
- Be skilled at supporting supervisees to become better at helping peers.
- Develop a relationship which facilitates learning and competence in the Peer Supporter role.
- Maintain confidentiality and develop trust to cultivate a safe space where reflective practice can flourish.
- Support the Peer Supporter in a manner that is independent of normal line management activities.
- Be a confidante (willing to share personal experiences of recovery in a way that inspires hope).
- Possess self-awareness, being sensitive to their own mental wellbeing challenges.
- Be a good communicator including good active listening skills.
- Possess empathy, compassion and understanding for the plight of others.
- Be non-judgemental and respectful.
- Remain objective 'being with', rather than 'doing for'.
- Actively challenge the stigma of mental ill-health.
- Champion the work of the Peer Support service.
- Commit to developing one's own skills as a supervisor