

## Peer Support position description.

<b>Position title and background</b>	<p><b>Peer Leader</b></p> <p>Peer Leaders are often older adolescents (e.g. aged 16-17 years) who want to use their knowledge, skills and experience in a planned and structured way to assist younger adolescents (aged around 12-15 years) to achieve specific goals, such as developing skills and increasing understanding, confidence and self-awareness. This role suits people who are seeking, or are naturally taking on, a leadership position to support their peers. While Peer Leaders are often older, in some instances, they may be the same age as the peers they are supporting.</p> <p>Peer Leaders come from all walks of life and have differing levels of formal education and different life experiences. Together they offer a wide range of interests and expertise.</p>
<b>Role requirements and duties</b>	<p><b>Peer Leader requirements</b></p> <p>A Peer Leader should:</p> <ul style="list-style-type: none"> <li>• be a positive role model to the peer group members</li> <li>• be honest, reliable, punctual and true to their word</li> <li>• be positive in attitude, expression and dealings with peers</li> <li>• know, understand and protect the rights of their peers</li> <li>• take notice of reactions of the peer group and adapt their approach if necessary</li> <li>• consider their own and the peer group's safety and security</li> <li>• immediately advise program staff of a crisis or of any concerns about the wellbeing of a peer</li> <li>• respect the privacy of peers and the confidentiality of information shared during activities</li> <li>• encourage the peer group members without coercion</li> <li>• attend relevant training and support sessions</li> <li>• comply with all policies and procedures of the program.</li> </ul> <p>A Peer Leader must not:</p> <ul style="list-style-type: none"> <li>• use alcohol and other drugs</li> <li>• attend peer leadership or program activities while affected by drugs or alcohol</li> <li>• smoke or vape while participating in program activities</li> <li>• wear inappropriate clothes while engaged in program activities, including clothes displaying slogans or images of sex, violence, drugs, discrimination or advertising alcohol</li> <li>• engage in a high-risk activity with a peer</li> <li>• attempt to deal personally with a crisis involving a peer</li> <li>• take unfair advantage of a peer</li> <li>• administer any form of punishment on a young person (e.g. confiscating personal items, physical punishment or verbal reprimand).</li> </ul> <p>The role of Peer Leaders will vary between projects and should be tailored to fit the individual Local Drug Action Team (LDAT) and project needs.</p> <p>A sample Peer Leader Role Description is provided for LDATs to adapt for use in their community when recruiting Peer Leaders.</p>

• Continued



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	<p>&lt;Insert any additional, specific organisation/program expectations&gt; For example - Languages, cultural background or lived experience.</p> <div></div>
<b>Position Context</b>	<p>Insert relevant titles and funder eg. The Peer Support Program is part of the 'Building Healthy Communities' project, which is funded by the Baker Foundation.&gt;</p> <div></div> <p><b>Mission and values statement</b></p> <p><b>Vision:</b> Young people are supported to live healthy and fulfilling lives unlimited by alcohol and drug harm.</p> <p><b>Mission:</b> Connect young people with dependable and enthusiastic peers to build their skills and wellbeing, and delay or prevent the use of drugs and alcohol.</p> <p><b>Values:</b> The five core principles of peer support:</p> <ul style="list-style-type: none"><li>• work where young people are</li><li>• involve the right people</li><li>• focus on relationships</li><li>• encourage young people's ownership</li><li>• be safe and boundaried. (Anna Freud National Centre for Children.)</li></ul> <p>It's important that Peer Leaders have realistic expectations of the role, acknowledging the benefits but also the commitment, boundaries, challenges and limitations. Importantly, Peer Leaders need to be consistent and reliable in their approach with the young person, even if the young person is not.</p> <p>Peer Leaders will involve their peers in activities that enhance the friendship and help the young person to develop confidence, knowledge, attributes and skills.</p> <p>Peer Leaders understand they are not replacement parents, social workers or respite carers and that their relationship with their peers is a power-free relationship based on mutual respect.</p>

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<b>Key Relationships</b>	<ul style="list-style-type: none"><li>• Peers</li><li>• &lt;Insert organisation/program&gt; Program Coordinator.</li></ul> <div></div>
<b>About the organisation/ agency and details relevant to this program</b>	<p>&lt;Insert information about the organisation and/or program here</p> <div></div> <p><b>For example:</b></p> <p>Celebrating more than 60 years of service to the community, the Alcohol and Drug Foundation (ADF) is Australia's leading organisation committed to inspiring positive change and delivering evidence-based approaches to minimise alcohol and drug harm.</p> <p>We bring expert knowledge and research into the design and implementation of our programs. We reach millions of Australians through sporting clubs, educational institutions and communities, by supporting and informing drug and alcohol prevention programs, and through the provision of educational information. We are proudly not-for-profit, evidence-based and independent.</p> <p>For further information, please visit <a href="http://www.adf.org.au">www.adf.org.au</a></p>
<b>Time &amp; Commitment</b>	<p>&lt;To be adapted to your organisation/program needs&gt;</p> <p>Eg: Weekly/Fortnightly meetings</p> <p>## hour duration each</p> <p>Over # weeks/months, from ..... to ..... 2021</p> <div></div>
<b>Location</b>	<p>&lt;Insert relevant organisation/program details or online platform&gt;</p> <div></div>

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Eligibility Criteria	<p>&lt;To be adapted to organisation/program needs&gt;</p> <p>Attributes and skills of Peer Leaders:</p> <ul style="list-style-type: none"><li>• Enthusiastic</li><li>• Comfortable building relationships</li><li>• Good listeners</li><li>• Reflective and open to learning</li><li>• Hold a genuine desire to 'give back'</li><li>• Dependable</li><li>• Flexible</li><li>• Ability to influence and encourage others to establish and achieve goals</li><li>• Empathy towards the experiences and ideas of others (Anna Freud National Centre for Children and Families, n.d.)</li><li>• A commitment to actively participate in the program and willingness to abide by the Code of Conduct and program policies and procedures.</li></ul> <div></div>
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How to apply

Please send your completed application form, along with proof of identity and residence, and evidence of current Working with Children and National Police Checks to the following email address:

<insert email address>

Applications are due by  
<insert details> before <insert deadline>.

Further information

Enquiries regarding the Peer Support Program and becoming a Peer Leader can be directed to the Program Coordinator,

<insert staff name>

<insert contact details>.