

Job Specification for Peer Mentor (Trans and Non-binary Peer Support Programme)



Job Title:	Peer Mentor (Trans and Non-Binary Peer Support Programme)
Hours:	2 hours per week + 1.5 hours group supervision per month while actively mentoring.
Start date:	September 2022
Commitment:	5 months

Key Dates

Interview	<p>Shortlisted applicants will be invited to attend an online interview.</p> <p>Interviews will be held w/c 15th August.</p> <p>This will give you an opportunity to demonstrate your suitability to work as a mentor. Further details will be sent to those shortlisted after application.</p>
Compulsory training	<p>You must be available to attend the 3-day training programme in-person on the following dates:</p> <p>Friday 16th, Saturday 17th, Sunday 18th September, 9.30am - 5pm.</p> <p>Venue: 35 Berkeley Square, Bristol, BS8 1JA.</p> <p>Training Modules: Peer Mentoring, active listening, motivational interviewing, goal setting, boundaries, confidentiality and safeguarding, mentoring practise. Training also includes a Trans and Non-Binary specific module.</p> <p>Following the training course, you will attend an induction session led by University of Bristol coordinators. This will provide an overview of the organisation, explain important policies and procedures, and the mentoring process in detail.</p> <p>If you do not attend training, you will not be eligible to work as a Peer Mentor. Please note, completing training does not guarantee you a position as a Peer Mentor.</p>

Why have peer mentors?

The University of Bristol has a large community of trans and non-binary students, and we are committed to creating a culture that is inclusive of trans, non-binary, intersex, and gender diverse members of our University community so individuals can reach their full potential.

Our new peer mentoring service will offer specialist support to students who identify as trans and non-binary. We're looking to recruit around 20 mentors from the local community who identify as trans or non-binary themselves to support students in understanding the issues faced by trans and non-binary people and explore the impact of how being trans affects both mental health, social engagement, and their university experience. Mentors will also share information and advice regarding trans services, support and how to access them.

The programme aims to connect students with people who have lived experience, helping them form support networks within the local community, as well as highlighting the support available at the University and in the City.

How will the programme support trans and non-binary students?

The programme will provide more information about services available to trans and non-binary students, and access to someone who also has lived-experience to help discuss and work through any challenges they might face.

Mentees will be able to apply for peer support at anytime during their university experience. Once they apply, they will be matched with a mentor, who will also be trans or non-binary, and if they connect, they will be able to provide the student with an hour a week of their time to talk freely about the issues they want to discuss that matter to them, in the knowledge that the mentor knows what they are going through and will help them to work out how best to overcome them.

We in the Student Inclusion Team hope this will improve wellbeing; reduce the number of trans students dropping out of university; help students to overcome the barriers and obstacles they face in an educational environment; increase their resilience and self-management of issues they face; and increase engagement with both internal and external support services.

What will you get out of the Scheme?

- An understanding of supporting trans and non-binary individuals
- Transferable skills such as confidence, communication skills, presentation skills, boundaries and confidentiality
- Ways of working with people in a motivational, goal focussed way
- A source of reference for future employment or volunteering
- Opportunities to get involved with service development and delivery as this programme is delivered through its first year

Key Duties

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<p>Working with mentees</p>	<p>To offer one-to-one peer support to trans and non-binary University of Bristol students both in-person and online</p> <p>Provide support via sharing personal experiences, resources & information, tips/strategies on coping and managing</p> <p>To provide a listening ear and sounding board for mentees struggling with and exploring their gender and trans status</p> <p>To maintain confidentiality at all times</p> <p>Signpost mentees to relevant support as outlined in Training and Supervision sessions</p>
<p>Teamwork</p>	<p>Maintain good communication with the Student Inclusion Team. Including informing them of any issues.</p>
<p>Training, Supervision, Procedure</p>	<p>To complete mandatory 3-training programme</p> <p>Attend monthly group supervision sessions</p> <p>To adhere to the policies and procedures as laid out in the Terms of Service</p>

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
<p>Experience</p>	<p>Identify as transgender, non-binary, or other trans-spectrum gender identity (A)</p> <p>Live in Bristol (A)</p>	
<p>Specific Knowledge / Skills</p>	<p>Excellent communication skills (A/I)</p> <p>Excellent listening skills (I)</p> <p>Knowledge of the issues facing trans and non-binary people in the UK (A/I)</p> <p>Good time-keeping skills (I)</p> <p>Good organisational skills (A/S)</p>	<p>Understanding of working with vulnerable adults</p> <p>Be able to use own initiative appropriately, and be aware of when it is appropriate to seek guidance</p>

Motivation / Attitude	Enthusiastic about supporting trans and non-binary people (A/I) Openness and willingness to address difficult issues (I) Willingness to positively engage in supervision (I) Reliable (I) Flexible and adaptable (I) Impartial, Inclusive, and non-discriminatory (I) Commitment to the principles of Inclusion (A/I) Sensitive and considerate of peoples' feelings and be able to empathise with another person's circumstances (A/I)	
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How will this be assessed in the selection process?

A = Application form

I = Interview Process

To apply for this role, please complete an [online application form here](#). Deadline for applications is **23:59 Tuesday 9th August**. Interviews will be held the following week (w/c 15th August).

For more information please email: tnb-mentoring@bristol.ac.uk