



Framework for Growing Peer Practice in Fife

Reviewed & updated August 2022 (V3)

Purpose of this document

This Framework has been developed by Fife's Peer Support Network (PSN) to support the development of peer practice across the mental health sector in Fife.

This is a working document which will be updated periodically by the Peer Support Network membership. It should be used as guidance alongside the [Fife Peer Skills Pathway](#); giving organisations and individuals the information they need to support, develop and deliver quality Peer Practice in Fife.

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Aims & Objectives of Fife's Mental Health Peer Support Network

The aim of Fife's Mental Health Peer Support Network is to co-design, co-produce and co-deliver support for the development and delivery of peer roles within services and agencies across Fife; preparing peer practitioners and organisations to provide quality practice through whatever peer model is most appropriate to their service. The Framework builds on the principles and values of peer recovery developed through Scottish Recovery Network's [Experts by Experience](#).

Statement of Community for Fife's Mental Health Peer Support Network

Peer Champions and leadership opportunities, within the Fife Mental Health Peer Support Network (PSN) for people with lived experience are paramount: We will be innovative in engaging with all interested parties. The Peer Support Network will not work in isolation, we will be open and transparent with anyone in Fife who expresses their interest and views. Fife Peer Support Network embraces diversity and equality, the right to self-identify as a peer.

The Fife Peer Support Network is an emerging community of practice for the ongoing development and implementation of formal peer roles within Fife. We value learning and development as the foundation of our approach and will work with people, communities and providers to develop peer practice across the area.

We will engage with all interested parties in our shared vision of working towards a Fife where peer recovery work is flourishing with a foundation of shared core values and within this shared Fife Framework.

Fife Definitions of Peer Support

Peer Support can range from the informality of attending a community of interest group for mutual support to more structured formal support for which specific roles are created through volunteering and employment.

A Peer relationship is about coming alongside someone in a mutually empowering way so that both can progress on their unique path to recovery and wellbeing.

A Peer Practitioner is someone with lived experience of relevant challenges and who is on a journey of recovery, and recruited in a voluntary or employed role, trained, and supported to work in a mutually empowering way with individuals or groups.

Values Framework

The Fife Peer Support Network has adopted Scottish Recovery Network's (SRN) Values Framework and implementation guidance - [Experts by Experience](#).

Hope	We believe in the reality of recovery for all
Empowerment	We believe empowerment means being in the driving seat
Authenticity	We believe being authentic is about being true to ourselves
Responsibility	We believe wellness and recovery involves taking responsibility
Mutuality	We believe that mutuality is core to peer working
Experience	We believe recovery is a unique and individual experience

Implementation Guidance

Scottish Recovery Network's [implementation guidance](#) provides guidelines, based on developing and implementing Peer Worker roles in the mental health sector.

Based on learning in Fife we have identified the following as central guidelines for both peer workers and organisations who wish to grow formal peer support within their service.

Guidance for Peer Practitioners

Peer practice involves...

- Having experience of your own journey of recovery and being willing and able to share it with others, in a safe and supportive way
- Understanding that peer is a recovery-based approach. Recovery is a journey not a destination
- Being able to explain your reasons for becoming a peer practitioner
- Intentionally sharing your own lived experience in a way that inspires hope and models that recovery is possible
- Having a way of being in a relationship that supports people to find hope and reminds them that they have the resources within themselves to recover
- Recognising the individual as a whole person and that our greatest challenges can also be our strengths
- Having participated in Peer Practice training and ongoing learning
- Developing reflective practice, e.g.:- using a journal and peer reflection groups.
- Making use of regular support and supervision, including peer group supervision/co-reflection groups where available
- Participating in regular training as part of continuing personal and professional development to maintain Fife's values of peer in your role. See [Fife's Peer Skills Pathway](#) for more information
- Engaging in host organisation's induction processes
- Completing a [Protection of Vulnerable Groups](#) - Scotland check as part of the recruitment process for volunteers or employment
- Providing constructive feedback on how things are working and how they might improve
- 8Maintain connection with Fife Peer Support Network to enable us to grow peer support across Fife in an informed and collaborative way

Guidance for Organisations

To enable the development of peer practitioner roles whether employed or voluntary, we recommend that you....

- Prepare the whole team by providing literature, training & space for discussion on the meaning, values, and ethos of peer practice and how it fits with the organisation before recruiting peers
- Ensure you have organisational commitment and clarity on motivation and reasons for growing peer practice in your organisation
- Consider the full implications for embedding peer practice including cost implications (training, travel, management & office space, salary etc) management and team needs prior to starting the process
- Ensure there is ongoing dedicated space to discuss any opportunities as well as challenges with the wider team
- Best practice is to employ or host a minimum of two Peer Practitioners
- Utilise Scottish Recovery Network's Experts by Experience Guidelines to support the development of peer practitioner roles
- Develop a clear and concise job description and person specification for peer practitioners within the organisation
- Provide a welcome and induction for peer practitioners which includes introduction to the organisation and all relevant staff teams
- Ensure clear lines of accountability for the peer practitioner
- Provide regular support and supervision with a dedicated line manager and alternative support if the line manager is unavailable
- Embed opportunities for reflective practice as the norm including support to attend external peer support/co-reflection groups
- Use [Fife's Peer Skills Pathway](#) to support continuous professional development
- Provide opportunities to give and receive feedback within organisation
- Maintain connection with Fife Peer Support Network to enable us to grow peer support across Fife in an informed and collaborative way

Useful documents, videos and links

Testimonies & Case studies (to follow)

[Scottish Recovery Network Values Framework](#)

[Let's do Peer2Peer! - Scottish Recovery Network](#)

[Peer support roles in mental health services | Iriss](#)

[Peer Support Workers: A practical guide to implementation - Imroc](#)

VIDEO – 15.13 mins [Side by Side The Power of Peer Support - YouTube](#)

VIDEO – 1.41 mins [“It’s not about the Nail”](#)

VIDEO – 2.53 mins [Empathy V's Sympathy](#) - Brene Brown

VIDEO – 5.41 mins [“Everything we think we know about Addictions is Wrong”](#)

VIDEO – 34.40 mins [Intentional Peer Support: A Personal Retrospective](#) - Shery Mead

VIDEO – 24.36 mins – [Peer Support as a Social Movement](#) - Interview with Lisa Archibald