

Job Description for Community Breastfeeding Peer Supporter

Job Title:	Community Breastfeeding Peer Supporter
Salary:	£8.97 per hour
Type of contract:	Fixed term
Start date:	As soon as possible
Hours of work:	6 hours a week spread across at least 3 days. Due to the nature of the funding the majority of this work must be completed between Monday to Friday 09:00 until 5:00 pm. There may also be a requirement for some flexibility to do weekend and evening work
Work location:	Home based with flexibility to travel frequently and extensively within East Ayrshire. Some attendance at breastfeeding groups in East Ayrshire may be required
Responsible to:	Peer Support Coordinator
Requirements:	Reliable computer access with safe storage facility. Reliable internet and phone access. Full driving licence and access to a car.

Background and Purpose of the Post

The BfN in Ayrshire have funding from East Ayrshire Council to provide a breastfeeding peer support service targeted at vulnerable families in East Ayrshire.

The aim of the service is to give children in Ayrshire the best start in life by supporting families with breastfeeding. This will be achieved by:

- providing 1:1 support by text, telephone and home visits to breastfeeding mothers initiated within 48hrs of discharge and continuing for 6-8 weeks
- providing additional community breastfeeding support through breastfeeding centres

The service will enable those women who choose to breastfeed access to appropriate support services regardless of age, ethnic origin, beliefs, sexual orientation, social status and employment status.

The main aims of the service are to:

- Offer 1:1 peer support to local families to help them make informed decisions about feeding their baby
- Support local mums who have chosen to breastfeed, to initiate breastfeeding and support them to continue breastfeeding
- Offer breastfeeding support to young parents and vulnerable families, especially those affected by mental or physical health issues, difficult or premature birth or multiple births
- Offer 1:1 peer support within 48 hours after discharge from hospital or 24 hours after a home birth
- Provide home visits and phone/ text support to offer encouragement, information and support about infant feeding, bonding, parenting, sleep etc
- Help run support groups
- Provide support to and work in conjunction with other organisations and existing BfN volunteer helpers/supporters
- Work within the Baby Friendly Initiative remit
- Provide breastfeeding peer support to women from deprived communities who are least likely to breastfeed
- Liaise with local midwives, health visitors and family support staff to identify women who would benefit from 1:1 peer support

Main Duties and Responsibilities

- contact local breastfeeding mums (who have signed up to the service) within 48 hours of discharge from hospital or 24 hours after a home birth
- thereafter make home visits and offer regular phone support, encouragement and practical assistance to breastfeeding mothers, with intensive support in the first 2 weeks following delivery, and then up to 6 weeks and beyond if necessary
- support other local breastfeeding mothers who opt in to the Breastfeeding Peer Support Service at a later point
- help run local breastfeeding groups as required
- promote the breastfeeding groups
- help deliver local antenatal Bump cafes and meet up with local pregnant women as required
- keep accurate documentation on contact, home visits and support given to mums and mums-to-be in line with the service level agreement
- liaise and have good working relationships with Midwives, Health Visitors, family support workers and other partner agencies
- share information with parents about local family support and Early years Centre activities
- refer mums with medical problems to the associated Midwife or Health Visitor
- if not yet qualified as a Breastfeeding Supporter, then refer complex breastfeeding problems to the Project Coordinator, a qualified Supporter or a Health Professional
- undertake further training as required by the peer support Coordinator
- attend Breastfeeding Peer Support Service meetings as required

- contribute to the monitoring and evaluation of the service as required
- abide by all BfN policies and procedures
- participate in annual individual Performance Reviews
- work as an effective team member with other Community Peer Supporters - both paid and voluntary, and take part in team meetings
- assist with the organisation of special events to promote breastfeeding awareness e.g. National Breastfeeding Awareness week
- provide absence and holiday cover for other Ayrshire Peer Supporters
- Build with early years professionals, families and children using a variety of methods
- Run events and proactively work with appropriate third sector organisations, family support workers and local Early Years staff to raise awareness of the importance of breastfeeding and the work of the BfN

Community Breastfeeding Peer Supporter Person Specification

Please refer to this document carefully when completing your application form and preparing for your interview. You must demonstrate how you meet the criteria marked 'A' on your application form.

(A = application form, I = interview)

Requirements	Essential	Desirable	To be tested
Qualifications			
Continuous Breastfeeding Helper Registration with The Breastfeeding Network (BfN) since qualification and have had at least minimum supervision required from your named supervisor	√		AI
Breastfeeding Supporter Registration with the BfN or be currently in training to become a Breastfeeding Supporter, or be prepared to sign up to the next Breastfeeding Supporter training course.		√	AI
Experience of working as a volunteer with BfN offering breastfeeding support to mothers	√		AI
Show evidence of continued professional development since qualification		√	AI
Experience and Knowledge			
Experience of supporting mothers face to face with breastfeeding	√		AI
Experience of working in a health or community setting in paid or volunteer capacity	√		AI
Experience of home visiting to support mothers		√	AI
Experience of working with diverse ethnic and social groups		√	AI
Knowledge of importance and application of the BfN Code of Conduct	√		AI
Knowledge of the BfN Equality and Diversity Policy	√		I
Experience of working with families affected by domestic abuse and mental health issues		√	AI

Requirements	Essential	Desirable	To be tested
Skills and abilities			
Ability to speak and write fluently in English	√		AI
Ability to provide information and support to mothers in a non-judgemental fashion.	√		AI
Ability to provide an effective 'hands off' approach when helping mothers with positioning and attachment	√		AI
Ability to organise and manage work independently	√		AI
Ability to work effectively as part of a team	√		AI
Excellent interpersonal and communication skills	√		AI
Ability to work with people from different cultures sensitively	√		AI
Ability to keep the confidentiality of the mothers and their families	√		AI
IT skills including Word and Excel, email and internet use	√		AI
Ability to maintain records and write reports	√		AI
Awareness and commitment to equal opportunities	√		AI
Ability to run small group antenatal sessions	√		AI
Ability to run breastfeeding groups	√		AI