



Peer Support and Learning Manager

Outline terms of employment:

- Reports to: Head of Services
- Salary: £32,000 per annum (pro rata) (and up to 3% matched contribution to pension)
- Location: Primarily based in Amma's office in Glasgow city centre
- Hours of work: Part time (21-28 hours per week, to be agreed with the successful candidate)
- Flexibility: As part of our commitment to diversity and flexible working, we will consider hours and flexible working options for the successful candidate.
- Contract period: One year, with a view to extending, subject to funding
- Probationary period: Four months (during which time statutory rights apply)
- Holiday entitlement: Equal to 34 days per year pro rata (includes 9 bank holidays)

The above are outline terms only, and a full statement of employment particulars will be issued to the successful candidate.

To apply:

- Please apply via our website: <https://ammabirthcompanions.org/about/join-our-team/>
- Application deadline: 9am, Thursday 8th June
- Interview dates: 19th and 20th June.

About Amma:

Amma Birth Companions is a Glasgow charity that supports pregnant people and new parents facing significant adversity on their journey to parenthood. Our mission is to create a supportive space where individuals feel seen, informed, and empowered in all aspects of their birth experience.

We provide volunteer companions, peer support activities and antenatal education to those who are facing pregnancy, birth, and early parenthood with limited support. This includes, but is not limited to, those who are refugees and in the asylum process.



Our companions offer one-to-one emotional and practical support throughout the perinatal phase and our 'Amma Family' programme facilitates opportunities for our participants to connect with one another and their communities.

Job description:

This new post will manage and further develop the Amma Family programme. This peer support programme currently consists of activities including parent and baby groups, exercise class, garden activities, and workshops.

The programme takes a person-centred approach and is developed in line with the needs, wants, knowledge and skills of the participants. All peer support and learning activities relate to our organisational aims of reducing isolation, building confidence, and empowering people with information about pregnancy, birth, and parenting.

Main duties:

- Managing the small Amma Family staff team
- Managing the weekly programme of activities
- Developing the programme in line with the needs, wants, knowledge and skills of the participants and adopting the principles of peer support and co-production
- Ensuring that peer supporters, Amma Family volunteers and placement students are recruited, trained, nurtured, managed, and supported
- Risk assessing activities and ensuring safe working
- Managing an active WhatsApp group which enables information sharing and connection between parents
- Working with senior management to tailor the Amma Family programme to the needs of new participant groups
- Supporting and encouraging new participants to engage with activities, finding ways to overcome barriers to participation
- Facilitating groups, ensuring participants feel engaged and included
- Sensitively dealing with issues arising within groups



- Collaborating with others (internal and external) to run a series of social events, workshops, and other opportunities for participants throughout the year
- Working in partnership with community gardening organisations to develop outdoor opportunities throughout the summer
- Oversee administration for the groups including organising catering, expenses, travel as well as room preparation and tidy up
- Ensuring participants with unmet needs are referred or signposted for support
- Keeping thorough records of attendance and participation using our participant database
- Monitoring and evaluating activities
- Responding to safeguarding concerns in line with Amma's policies and procedures

Person specification:

Essential

- Experience of managing staff and/or volunteers
- Experience of managing and developing community-based projects
- Experience and skills in trauma informed and culturally safe group facilitation/peer support work
- Experience of working with marginalised groups and people facing barriers to support
- High level of knowledge about pregnancy and parenting in either a personal or professional capacity
- Able to engage, lead, motivate and coordinate a team with confidence, including those experiencing adverse circumstances. Able to ensure that opinions of all team members are heard and respected.
- Experience of setting up and maintaining safe and effective systems of work and proactively committed to safeguarding and risk management
- Welcoming, non-judgemental, collaborative and inclusive approach
- Strong ability to manage confidentiality, boundaries and GDPR
- Knowledgeable about the social contexts and intersectional inequalities that can increase vulnerability



- Aligned with the vision and values of Amma including anti-racism, inclusivity, peer support and coproduction and having the skills to communicate and foster these principles within the team
- Experience of sensitively assessing and responding to the needs of women and birthing people in vulnerable situations
- Ability to multitask on a busy group environment
- Highly organised

Desirable

- Lived experience of issues faced by Amma's participant group (particularly migration)
- Ability to speak languages spoken by Amma's participant group (particularly Arabic, Kurdish, Farsi)
- Experience of building partnerships with external stakeholders and partners
- Experienced in implementing monitoring and evaluation processes
- Experience of facilitating workshops/courses in a formal or informal setting
- Peer support or community work education or willingness to undertake training
- Experience of handling safeguarding concerns and a strong understanding of safeguarding responsibilities

More details

Amma believes in fairness, equity, diversity and inclusion. We recognise the importance of an inclusive and diverse workforce, and we strive to ensure our recruitment process is inclusive and accessible to everyone. Please tell us if there are any reasonable adjustments we can offer to support you to access this recruitment opportunity.

We welcome and actively encourage applications from people with a diverse range of experiences, regardless of age, disability, gender, ethnicity, religion and sexual orientation. We also welcome and encourage applications from people with lived experience of our participant group.

This role will be subject to references and a Protection of Vulnerable Groups check.