

wellways

Peer Work Community of Practice

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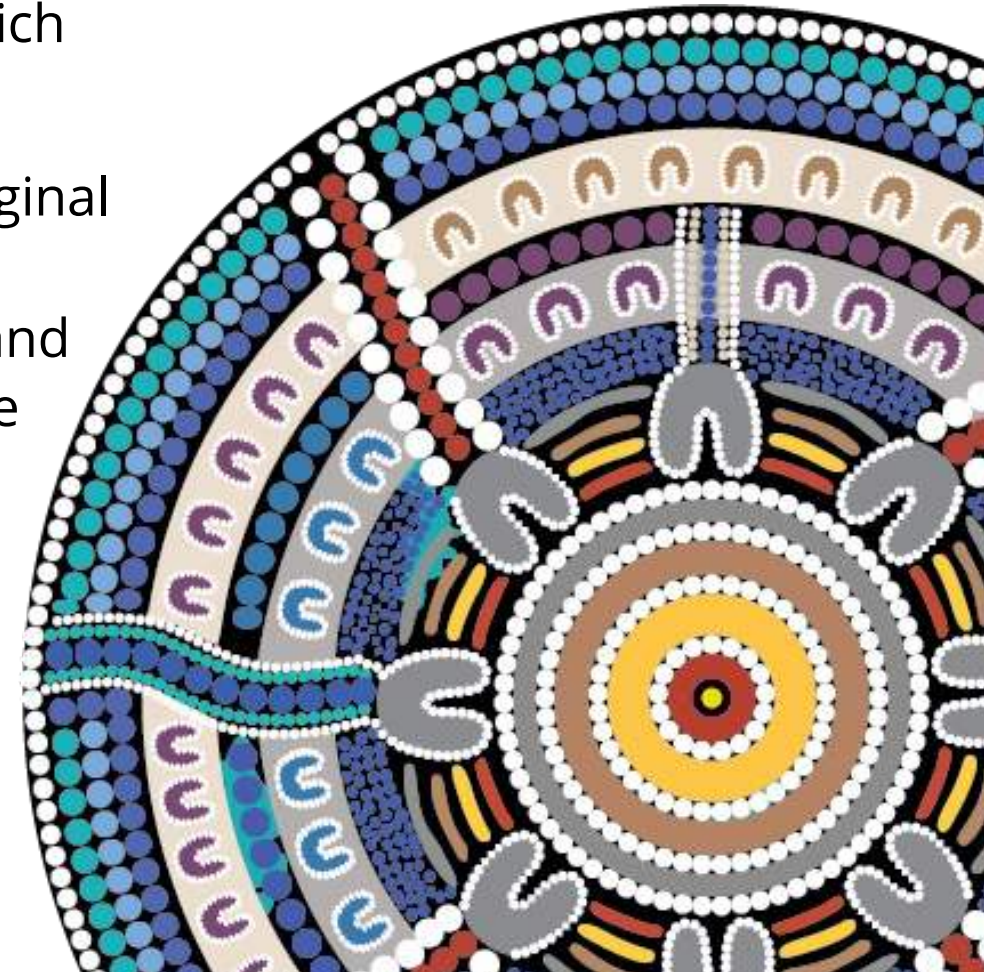
Acknowledgement of Country

Wellways acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land on which we work.

We value and respect the ongoing contribution of Aboriginal and Torres Strait Islander peoples and acknowledge an age-old culture of ceremony and celebration, initiation and renewal and that this living and rich culture has a unique role in the life of our communities.

Wellways works to build strong and meaningful relationships with Aboriginal and Torres Strait Islander peoples and communities.

Artwork: Community strengthening community **Artist:** Heather Kamarra Shearer



National Lived Experience (Peer) Workforce Development Guidelines

Chapter 3 Implementation: Co-develop and embed - Prioritise professional development and improving connections with Lived Experience networks, Page 48

- Lived Experience (Peer) Workers have individual professional development goals and plans. Professional development allows for opportunities to share knowledge, resources and contemporary evidence, learn about and apply best practice and build networks. These include:
- Lived Experience-facilitated supervision (if not available within the organisation)
- Participation in Lived Experience networks
- Attendance and participation in relevant conferences
- Continuing education
- Other opportunities for learning and reflective practice
- **Communities of Practice**



The Purpose

What are **OUR INTENTIONS** for meeting with each other on a regular basis, in a structured way?

- Engaging in a **needs analysis** – what do we need to do our job?
- Pursuing **fidelity** to our role and to the design of the service we deliver
- Aiming to maintain the **quality** of the service we deliver
- Personal and professional **development**
- Co-reflection – **learning** from and with each other
- Practicing a **growth** mindset



The Practice

- We are practitioners and experts in our fields
- We all come with different levels and types of expertise and skills
- We develop a shared set of resources:
 - experiences (Lived & Living)
 - stories
 - tools
 - ways of addressing challenges
- Sustained interaction & participation
- Developing a shared narrative for our work and our practice



Structure

- Group Values/Comfort Agreements
- Frequency and meeting length i.e., 1 hour monthly
- Consistent administration/facilitation to keep the group to a structure and purpose, take minutes, book speakers, calendar of topics
- Based on peer practice, balanced power, trauma aware, strengths-based
- Utilising Intentional Peer Support principles – connection, mutuality, worldview & moving towards
- Adult learning principles - People engage in spaces in different ways. Some learn best through conversation, some with written materials or a slideshow. It's useful for staff to think about how they learn/engage best



Developing a Community of Practice

- Aims/Objectives (Aligned to the organisations Mission & Strategic Plan)
- Values – Wellways: Honesty, Acceptance, Fairness, Commitment, Participation
- Leadership
- Membership
- Strategies for strengthening group autonomy
- Activities – topics, guest speakers, self-care strategies, co-design, consultation, advocacy
- Plans for review of the group agreement, structure and work practices
- Co-production processes
- Cross-sector collaboration (adult mental health, youth, suicide prevention, carer/family programs)



Outcomes 2022-2023

- Completion of Foundations of Peer Work Training
- Completion of Trauma Informed Practice Training
- Undertaking Cert IV Mental Health Peer Work course
- Undertaking MHCC Peer Leadership Skillset course
- Participation in co-design – Walking towards Wellness Program, Health Assessment form, Peer Job Descriptions, Peer Education programs
- Feedback Lived Experience Employer of Choice Tool
- Evaluation of peer-learning 'Discovery Program'
- Connections to external Communities of Practice – Southern Tablelands and South Coast Peer Work Networks
- Retention of 95% of Peer Workforce
- Engaging 1:1 Peer Co-reflection with Practice Lead



Our unique individual attributes, diversity, and our ways of talking and being in the world are our most important tool.
A **Peer Work Community of Practice** will encourage various ways of thinking and reflecting, connecting with people, sharing perspectives, and walking towards a hopeful future of transformative individual and collective change

~ Jean Lave and Etienne Wenger



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