

FOI 0392/2025 Response

Dear FOI Officer,

Under the Freedom of Information Act 2000, I am writing to request information regarding **Peer Support Workers (PSWs) and other lived-experience roles** within your trust. For clarity, “peer support workers” refers to staff employed in roles where lived experience of mental health challenges is essential to their work. I would be grateful if you could provide the following information as of 1st November 2025:

1. Workforce numbers:

a. Total number of Peer Support Workers employed in the trust and number of volunteer PSWs (if applicable).

	Headcount
Peer Support Worker	30
Peer Mentor	3

b. Total number of other roles where lived experience is an essential requirement (e.g., peer trainers, peer educators).

	Headcount
Peer Support Educator	1
Lived Experience	6

c. Percentage of PSW workforce who are on a fixed-term contract.

	Fixed Term Temp	Permanent
Headcount	13	20
Percentage	39%	61%

2. Role banding / grading:

a. Number of PSWs at each NHS band (e.g., Band 2, 3, 4, etc.).

Banding	Headcount
Band 2	2
Band 3	30
Band 7	1
Total	33

b. Number and names of other lived-experience roles at each band.

Band 5	Headcount
Co-Production & Lived Experience Development Worker	1
Lived Experience Coordinator Perinatal Service	1

Participation & Lived Experience Development Worker	1
Peer Support Educator	1
Total	4

Band 6	Headcount
Lived Experience Practitioner	2
Lived Experience Practitioner_284	1
Total	3

3. Training and development:

a. Are PSWs trained internally by the trust, externally by a third party, or both?

PSW complete the same fundamental training as core BSMHFT staff members. This is a combination of e-learning and face to face training.

Mandatory training is to be completed prior to starting any role at the Trust for all starters.

We also provide Implementing Recovery through Organisational Change (IMROC) training funded by Health Education England prior to the recruitment and selection process of PSWs.

b. Do PSWs receive training prior to starting their role, on-the-job, or a combination of both?

This depends on the PSW as some PSWs have already completed PSW specific training in previous roles.

We do provide Implementing Recovery through Organisational Change (IMROC) training prior to the recruitment and selection process. In some cases, PSWs are recruited and are expected to undergo PSW specific training once in post if they haven't already done so. In the past, this has been provided by IMROC, funded by Health Education England.

c. Continuing Professional Development (CPD) opportunities available for PSWs.

PSWs are all invited to a monthly community of practice.

Other CPD requirements will be based on individual PSWs and identified and met in the appraisal and management supervision process.

PSWs can access the full range of learning and development offers internally and can also apply for CPD through the training budget.

d. Career progression routes for PSWs (brief description or number progressing to other roles in the last 12 months).

The Trust is unable to provide a response to this query as we do not routinely collate this data.

4. Absence and wellbeing:

a. Average sickness absence for PSWs over the past 18 months (days lost per FTE).

Average sickness days lost per employee	22.16 days
Percentage sickness	5.27%

b. If available, the percentage of sickness absence related to mental health.

3.25 %

5. Directorate allocation:

a. Number of PSWs employed in each directorate/service area (please name each directorate area within your response).

Org L3	Org L4	Headcount
436 Children and Young People Locality	436 Children and Young People Area	15
436 Exec Director - Nursing Locality	436 Nursing and Quality Area	1
436 ICCR Locality	436 Addictions Area	1
436 ICCR Locality	436 Peer Support Hub	12
436 Secure Services and Offender Health Locality	436 Secure Services Area	4
Grand Total		33

b. Where peer support sits within the organisation structure (e.g., Patient Participation and Involvement, Nursing, Recovery Services, or other)-please describe.

Org L3	Organisation Name	Head count
436 Children and Young People Locality	436_284 Early Intervention - East (FTB)	4
436 Children and Young People Locality	436_284 Early Intervention - North (FTB)	3
436 Children and Young People Locality	436_284 Early Intervention - South (FTB)	1
436 Children and Young People Locality	436_284 Eating Disorders Team (FTB)	4
436 Children and Young People Locality	436_284 Finch Road - Community (FTB)	2
436 Children and Young People Locality	436_284 Printing House Street (FTB)	1
436 Exec Director - Nursing Locality	436 Recovery Team	1
436 ICCR Locality	436 Peer Support Hub	12

436 ICCR Locality	436 SMS Central Services Team	1
436 Secure Services and Offender Health Locality	436 Enhanced Reconnect Team	1
436 Secure Services and Offender Health Locality	436 Health and Justice Vulnerability Service Team	2
436 Secure Services and Offender Health Locality	436 Tamarind Occupational Therapy Team	1
Grand Total		33

6. Workforce composition:

a. Percentage of the trust's total workforce in lived-experience or peer support roles.

0.07%

b. Number and percentage of roles with essential lived experience within the job description/person specification relative to total trust workforce.

Not Known

c. Ethnic diversity of PSWs (percentage of PSW's who identify as BAME).

PSW – BAME

- 54.5%

Lived Experience – BAME

- 17%

7. Workforce trends:

a. Has the number of PSW or lived-experience roles increased, decreased, or stayed the same over the past 18 months?

The Trust can confirm that the number of PSW has increased.

b. Any anticipated change in the number of PSW roles over the next 18 months (optional/if available).

Not Known