



Improving the lives of mothers and families affected by pre
and postnatal depression and anxiety

Dads'/Partners' Peer Support Worker

Full-time (37.5 hours per week)

Salary scale: £25,363 to £26,419 per annum

Fixed term contract for 12 months

Job pack



Make a difference to fathers, partners and families across Birmingham

- Are you passionate about supporting fathers and partners through the challenges of becoming a parent?
- Have you experienced your own mental health journey and are you now in a place where you can use that experience to help others?

If so, we'd love to hear from you

Acacia Family Support is looking for an empathetic and motivated **Dads / Partners Peer Support Worker** to help deliver an exciting project funded through Best Start in Life Birmingham (Family Hubs) alongside an established team.

This is a full-time position – 37.5 hrs per week

Salary scale: **£25,363 to £26,419 per annum**

Contract: **Fixed term for 12 months (linked to funding)**

The role is community-based and requires regular travel across Birmingham to facilitate groups and support families; with occasional attendance at Acacia's Sutton Coldfield head office for meetings. Occasional evening and weekend work is required to meet service needs.

Reports to: Rob Ewers, Director (project lead)

We are a supportive employer, offering a generous work-life balance and benefits package, including:

- Flexible and family friendly working patterns
- 36 days annual leave (including bank/public holidays)
- Opportunity for unpaid leave
- Up to 5% matched pension contribution
- Occupational Sick pay above statutory limits
- Occupational Maternity, Paternity, Adoption and Neonatal pay above statutory limits
- Free confidential counselling for matters related and unrelated to the job
- Induction, training and ongoing support (including one-to-one supervision sessions)
- Staff appreciation/well-being events, meetings with bring-and-share lunches, and annual collaborative strategy days

Please note that travel expenses incurred as part of the role will be reimbursed in line with Acacia's Expenses Policy.

In light of the nature of this role, there is a Genuine Occupational Requirement (GOR) that the role is undertaken by a male (in accordance with Para1, Schedule 9 of the Equality Act 2010).

The closing date for applications is Sunday 6th September 2026.

Interviews will take place week commencing 14th September 2026.

Concept

Many families experience perinatal mental health problems and whilst mums often access the appropriate services to help them, partners and especially dads tend to be much more reluctant to seek out help.

Recent funding has become available from Best Start in Life (BSiL) in Birmingham to fund projects that can effectively engage with and address the needs of dads and partners in terms of their emotional wellbeing, parent infant relationship and perinatal mental health.

The core aspect of this role is funded to run and co-ordinate regular Dad Squad stay and play groups across Birmingham, providing the opportunity to support dads' wellbeing and to identify and increase engagement of dads who are experiencing mental health struggles in themselves and/or their partner, providing additional support, effective signposting and pathways into appropriate levels of enhanced provision.

The role also includes promotion of partners perinatal mental health messaging and awareness raising for the club and wider community through a combination of events, resources and social media.

Context

Perinatal mental health problems can be isolating, debilitating, and, at times, overwhelming. The transition to parenthood is often challenging, particularly when societal expectations suggest it should be the happiest period of a person's life. New parents commonly experience sleep deprivation, disrupted routines, and increased anxiety. Alongside these pressures, partners may feel emotionally neglected, physically rejected, or struggle with changes in their relationship. Irritability, conflict, guilt, hormonal changes, and stress can significantly affect a partner's mental wellbeing.

As many as 1 in 8 dads will develop perinatal mental health difficulties, often presenting as irritability, anger, risk-taking behaviour, or increased use of alcohol and drugs. These symptoms can make depression less recognisable to others and reduce the likelihood of seeking help. It is estimated that around one in ten new fathers or partners experience perinatal mental health problems, yet they are often less likely than mothers to discuss their difficulties or access support.

About Acacia Family Support

Acacia Family Support is an award-winning Birmingham based Christian charity that offers a range of support services to mothers and families that are affected by perinatal mental health issues in Birmingham. We have been supporting dads for nearly 20 years and have recently been funded by the Family Hubs to provide dads' stay and play groups and peer support workers in each of their five quintet areas. This is a 12-month project.

The provision of dads' stay and play groups has been evidenced to be a very effective way of engaging with dads to help support their emotional wellness and their relationship with their children.

Role Purpose

The primary purpose of the role is to establish and facilitate Dad Squad stay and play groups in each of the five Family Hub quintet areas of Birmingham.

In addition, further web based and alternative options for dads' support are to be developed to provide other options for dads who cannot attend the groups.

The Dads' Peer Support Worker (PSW) leads and facilitates the groups and engages with the dads, helping them access appropriate support and resources.

Peer support plays an important role in reducing feelings of isolation and failure by connecting people with others who have shared similar experiences. This role has been specifically developed for individuals with lived experience of mental health problems during or following pregnancy. By sharing their experiences, PSWs can build trust, instil hope, and demonstrate that recovery is possible.

The PSW provides emotional and practical support, promotes self-determination and positive wellbeing, helping partners reconnect with support networks and develop coping strategies.

Key Responsibilities

- Work alongside the Dads' Peer Support Worker to establish, develop and maintain Dad Squad Stay and Play groups across Birmingham's Family Hub areas, including online support options.
- Manage and run monthly Dad Squad sessions, including administration, activities and engagement with attendees.
- Organise and deliver 3/4 community awareness family events per annum promoting fathers'/partners' perinatal mental health and Family Hub services.
- Provide peer support to dads and partners, using lived experience to build trust, offer encouragement, and promote recovery and wellbeing.
- Develop supportive relationships with attendees, helping them access appropriate services, resources and community opportunities.
- Signpost and support dads/partners to access relevant mental health, wellbeing and family support services.
- Champion fathers' and partners' perinatal mental health, raising awareness and encouraging engagement with support.
- Develop and promote online resources and social media content to improve access to support.
- Build effective relationships with Family Hubs, community organisations and partner services.
- Maintain accurate records, contribute to reporting requirements, and support ongoing evaluation and development of the service.
- Work in line with Acacia's policies and procedures, including safeguarding, confidentiality and health and safety requirements.
- Travel regularly across Birmingham, including occasional evening and weekend work, to meet the needs of the service.

Knowledge and Experience:

Essential

- Lived experience of mental health challenges and parenthood, with the ability to use personal experience appropriately to support and inspire others.
- Understanding of providing peer support, emotional support, mentoring, befriending or another supportive role.
- Understanding of establishing, facilitating or supporting groups, activities or community-based sessions.
- Understanding of the challenges faced by parents experiencing perinatal mental health difficulties.
- Ability to work with people in a trauma-informed and person-centred way.
- Understanding of confidentiality, safeguarding and professional boundaries.

Skills

- Strong organisational and time management skills, with the ability to prioritise competing demands.
- Ability to facilitate groups, activities and community events.
- Excellent written, verbal and interpersonal communication skills.
- Ability to handle sensitive information professionally and to maintain accurate records
- Good IT skills, including Microsoft 365
- Ability to build positive relationships with service users, professionals and partner organisations.

Personal Attributes

- Compassionate, patient, and empathetic.
- Reliable, proactive, and solution focused.
- Able to remain calm under pressure, adaptable and flexible.
- Collaborative team player with a positive and supportive attitude.
- Commitment to equity, diversity, and inclusion.

Desirable

- Experience working in perinatal mental health, family support or related services.
- Experience developing peer support groups or community-based services.
- Training or qualifications in health, social care, counselling or a related field.
- Experience of using case management systems and maintaining electronic client records.
- Experience of gathering and acting on feedback from service users.
- Knowledge of the voluntary sector and partnership working.

Additional Information**Emotional Impact**

Acacia welcomes applications from individuals with lived experience, including former service users, where they meet the requirements of the role.

As a general guideline, a 6-month period following the end of support for mental health problems may be considered appropriate before undertaking a role, particularly where the role involves direct contact with service users. This allows time to establish appropriate professional boundaries, and to ensure your mental health has stabilised, ensuring readiness for the role. This also limits the possibility of the work triggering further symptoms and/or relapse.

All applicants are assessed through Acacia's recruitment process, considering the nature of the role, professional boundaries, safeguarding, confidentiality, and any potential conflicts of interest.

The role is emotionally demanding due to the nature of distress experienced by service users and the peer support worker's own lived experience. Issues may be encountered which may be emotionally distressing. This needs to be carefully considered by the applicant before applying for this post.

Safeguarding

The postholder has a duty of care to promote the welfare of children and vulnerable adults. This involves being vigilant for signs of abuse or harm, strictly following the organisation's safeguarding policies, and immediately reporting any concerns to the appropriate designated lead to ensure a safe, supportive environment.

Disclosure and Barring Services

The post will be subject to a DBS Disclosure check at the point of recruitment and thereafter as per Acacia policy.

Training/Induction

The post holder will be required to complete all Acacia core training including Acacia Way, confidentiality/data protection, safeguarding etc. The postholder will also be required to attend face to face staff meetings at Acacia's head office based in Sutton Coldfield.

Other duties

This is a position that will be evolving as it develops so it is difficult to be definitive about all of the duties the role will entail. Inevitably from time to time the post holder may be required to perform duties for the post other than those given in the job description subject to developments in funding and service specification without changing the general character of the duties or the level of responsibility entailed.

Person Specification for Role Recruitment

Person Specification		
Knowledge & Qualifications	Desirable	Essential
Some knowledge of the long-term impact of perinatal mental health issues (in particular postnatal depression/anxiety)		X
Personal experience of mental health challenges and recovery, preferably relating to perinatal mental health		X
Experience of being a parent		X
Able to draw on personal experience in a supportive and positive manner to help others in similar circumstances		X
Able to communicate personal perspectives or experiences in a way which is helpful for both team members and fathers/partners		X
Understanding of developing or supporting new groups, activities or services.		X
Skills & Experience		
Experience of work in a mental health or support service context	X	
Experience of developing or supporting new groups, activities or services.	X	
Experience of recording and maintaining up to date paper and electronic record	X	
Good IT skills, including Microsoft 365 and willingness to use relevant systems		X
Experience using case management systems	X	
Ability to work in a culturally sensitive and inclusive manner		X
Good communication and listening skills together with a good standard of written communication		X
Strong organisational skills, including the ability to manage time and prioritise workload		X
Ability to recognise concerns relating to risk, safeguarding and wellbeing and escalate appropriately.		X
Personal qualities		
An understanding of and commitment to Acacia's ethos and values		X
Compassionate, empathetic and non-judgemental approach		X
Able to adapt creative and inclusive approaches to engaging fathers and partners.		X
Able to find practical solutions while maintaining a person-centred approach. Excellent inter-personal and relationship-building skills		X
Able to work as part of a team		X
Ability to work on own initiative, planning and prioritising workload		X
Act with discretion and retain confidentiality		X
Flexible, calm and adaptable when responding to changing needs		X