

Peer Support Supervisor Code of Conduct

The intention of the Alliance Peer Support service is to ensure that all Police Officers and Staff who engage with the service and are suffering from any level of a deterioration in their mental wellbeing, are treated with fairness, respect and understanding, so that they feel fully supported to take control of their own recovery.

In support of this, the Supervisor is to ensure the Peer Supporter is provided with individual support in line with this code of conduct and as detailed in the supervision guidance.

Each Peer Support Supervisor, acting as a volunteer will:

- Ensure their allocated Peer Supporter(s) receive sufficient supervision throughout the year.
- Check the Peer Supporter's compliance with their Role Profile and the Code of Conduct.
- Attend a bespoke Peer Support Supervisor training course to fully understand what is required.
- Adhere to all risk assessments and agreements which are designed for the welfare of both the Supporter and the colleague being supported.
- Have the right to withdraw as a Peer Support Supervisor at any time.
- Act according to the standards of professional behaviour as outlined in the [Code of Ethics](#).
- Bring to the attention of the Peer Support Lead any alleged acts of discrimination, bullying or good practice so that any necessary action can be taken.
- Actively challenge stigma in the workplace and promote the Peer Support service.
- Be aware of one's own health and wellbeing and keep in regular contact as agreed with the Peer Support Lead.
- Not attempt to provide 'counselling' or any kind of therapy themselves.
- Treat all information as confidential and only disclosing as agreed with the individual. However, confidentiality cannot be guaranteed if certain topics are raised in conversation with a Peer Supporter. These topics include can include risk to self or others, misconduct, criminality. While disclosure of such topics is rare, upon the instance that they do happen a Peer Supporter will attempt to safeguard as discreetly as possible as per the agreed process.
- Will not take personal responsibility for the peer supporter or become too involved in their personal circumstances.
- Understand that an agreed process has been put in place for escalating any issues that may arise as a result of engagement with the Peer Support service and take their part in that process.

Supervisor name:

Signature:

Date:

