

# Developing a Peer Workforce

## How to use this guide

The National Eating Disorders Collaboration (NEDC) commissioned the development of a Peer Work Guide, to promote and facilitate the implementation of evidence-based peer work in treatment and support services for people with eating disorders.

The Guide is made up of six distinct but linked documents, so that readers can “dip in” to the section that they need when they need it.

**Part A: Exploring the Evidence** provides a brief outline of the evidence reviewed in the development of this Guide. This background information includes an academic literature review and a discussion of other forms of practice evidence that have been used to inform the Guide. This document is 53 pages.

**Part B: The Peer Work Approach** provides an introduction to peer work and the ways in which peer work can enhance outcomes for people with eating disorders. It includes information about who can be a peer worker and what makes peer work different to other forms of support. This document is 37 pages.

**Part C: Organisation Matters** comprises four workbooks, which each explore some of the organisational support strategies that assist in the development of safe and effective peer work initiatives. The documents in Part C may assist in the planning, delivery and evaluation of peer work initiatives.

**C1. Co-design for Change** explores organisational changes that may be required to gain the greatest benefit from peer work roles. This document is 28 pages.

**C2. Robust Recruitment** outlines the competencies for Peer Workers to fulfil their roles effectively, and strategies to support attraction, selection and recruitment of the right candidate for the role. This document is 25 pages.

**C3. Supporting Practice** explores approaches to ensuring that Peer Workers are able to perform their roles safely and can develop and grow in their roles, as well as describing key requirements for induction of a Peer Worker and options for training and development. This document is 28 pages.

**C4. Introductory Learning Resources for Peer Workers** provides six learning modules in workbook format, that can be used by prospective, new or established Peer Workers in a self-paced format or as part of a group-based learning program within a Peer Work service. The modules cover: The Peer Work Approach; Sharing from Experience; Thinking About Eating Disorders; Staying Safe; Trauma Informed Care, and; Suicide Prevention. This document is 81 pages.