



Glasgow Council on Alcohol
2nd Floor, 14 North Claremont Street
Glasgow G3 7LE
0141 353 1800

JOB DESCRIPTION

Job Title: Peer Education Support Worker

Location: Based within GCA Office in North Claremont Street with travel throughout Glasgow City, East Renfrewshire, East Dunbartonshire and South Lanarkshire for service delivery.

Salary: GCA Salary Grade 5 £22,932 - £24,951 per annum (pro rata)

Job Type: Part-time – 21 hours per week – fixed term until 31st May 2027

We understand that many will have other commitments outside of work and so flexible working, part-time hours or job-sharing arrangements will be considered for the right candidate.

About Us:

Glasgow Council on Alcohol (GCA) was founded in 1965 and is the oldest established Council on Alcohol in Scotland. GCA is a voluntary organisation working to reduce the harm caused by alcohol misuse through the provision of a range of high quality advice, information, counselling, support, prevention and education and training services.

Our mission is to provide evidence-based support to individuals, communities and government to improve health and wellbeing across Scotland.

The foundation of GCA is our supportive and inclusive culture for all who engage and work with us.

GCA deliver services over 6 days per week and throughout Glasgow, East Dunbartonshire and East Renfrewshire.

About the Role:

The Peer Education Support Worker will support our peer-led Harm Reduction Service (U-Turn), benefiting young people aged 12 – 25 years old. This service is funded by Young Start from The National Lottery.



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The main focus of this service is to provide Peer Education, with the added provision of one to one support for young Peer Educators. The service adopts an active citizenship approach when working with young people. There will be an expectation that the Peer Educators will work towards achieving qualifications through training and as a result of the work they undertake.

The service specifically targets some of the most vulnerable young people in areas where GCA currently delivers services, aiming to reduce the harm caused by alcohol and other drugs within their communities.

The Peer Educators will be supported to deliver peer-led inputs to other Young People on issued-based topics, with a focus to incorporate a harm reduction approach as well as a separate element of addressing stigma/language around drug and alcohol use.

Key Responsibilities:

- Assist in development of harm reduction prevention and education programmes, these to be co-produced with the young people and then support them to deliver it to other young people
- Prepare and deliver presentations, interactive workshops and training programmes to key staff and other relevant stakeholders
- Stay informed on best practices around harm reduction, incorporating these into prevent and education programmes
- Be friendly, compassionate and naturally able to build relationships with individuals both in person and virtually
- Effectively and pro-actively signpost young people, where appropriate, to with a range of services including housing, DWP, Mental Health services, education and training providers to ensure adequate opportunities are available for the young person
- Support Peer Educators in their pathway into opportunities through tailored plans, structured encouragement and offering practical support
- Support Peer Educators on a weekly basis as they produce training and deliver it
- Provide support through a variety of activities including regular telephone contact, face to face meetings, mentoring, virtual mediums and group activity
- Providing quality support services to participants through effective planning, monitoring, evaluation and review of their requirements in partnership with them
- Form productive working relationships with key stakeholders including external agencies, statutory, voluntary and community organisations and professionals

- Complete paperwork and promptly update the database on all interactions with participants as well as recording outcomes and progressions
- Deliver performance targets for supporting the young people
- Meeting contractual compliance
- Prioritise workload to ensure a high quality, person-centred service to all participants
- Adhere to the implementation of risk management procedures (including child and adult safeguarding protocols) taking personal responsibility for keeping up to date on the requirements of these procedures
- Understanding health and safety responsibilities
- Undertake any other duties as required by the Service Manager – Education & Development.

Qualifications and Experience :

- Clean current UK Driving License and access to own car essential
- A qualification in Youth Work, Working With Communities or equivalent is preferable
- Proven experience of working with young people and in mentoring, developing and supporting young people ages 12-25 years
- Proven experience in working in a community setting and delivering harm reduction in different settings as well as inter-agency and partnership working
- Experience of using digital technology effectively essential with knowledge of I.T/ Computer Skills and Microsoft Office
- Experience of supporting Peer Educators, education, training and delivering presentations and health promotion or community development work all preferable

Skills and Competencies:

- Excellent interpersonal and written and verbal communication skills, with the ability to engage with young people
- Planning and co-ordination skills
- Team working and networking skills
- Resilience in reacting to and resolving challenges
- Ability to produce and deliver health and wellbeing topics desirable



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- Commitment to working in line with GCA's values of collaboration, respect and empathy

Why Join Us?

- Your work will contribute to make a real difference to people's lives.
- Competitive salary and benefits package :
 - Very generous annual leave entitlement: full time employees start with an annual leave entitlement of 37 days (inclusive of 12 bank holidays) which increases with length of service.
 - Duvet days where employees may take time off at short notice.
 - Death in service policy.
 - Cycle to work scheme where employees can save money on a new bike and spread the cost.
 - And much more!
- Opportunities for continuous learning and career development.
- A supportive and inclusive work environment where your contributions are valued.

Application Process:

Interested candidates are invited to apply by completing the online application form which can be found here :

<https://glasgowcouncilonalcohol.livevacancies.co.uk/#/job/details/4>

If you require our application form in another format, please contact HR@glasgowcouncilonalcohol.org

The following is the timescale for the process :

- Closing date for applications : 5pm Friday 16th May 2025
- Shortlisting : Tuesday 20th May 2025
- Date of interviews : Wednesday 28th May 2025 / Thursday 29th May 2025
- Start date : Monday 2nd June 2025



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Equal Opportunity Employer:

GCA is an Equal Opportunities Organisation. We are committed to treating all workers and job applicants fairly and equally, regardless of their sex, pregnancy and maternity, sexual orientation, religion or belief, marital / civil partnership status, age, race, disability or gender identity and expression or any other personal characteristic.

