

Job Description

Job Title	Support Workers – minimum of 24 & 32 hours per week.
Job Location	Hastings
Background to Job	<p>I am a 35 year old man who is fit, enthusiastic and passionate about many things despite having complex intellectual, communication and behavioural difficulties. I like to have fun, to be outdoors and be active. I enjoy spending time with family and friends, being with my support team, walking, live music, aeroplane events, people watching and going places in my own vehicle and by train. I like to interact with people and make my own choices about how I spend my time.</p> <p>You Will Need:</p> <ul style="list-style-type: none">• To enjoy the freedom of supporting me on different programmes of activity and be committed to developing my independence and skills.• To be alert and able to assess dangers in my environment and be able to anticipate these and keep me safe.• To be interested in learning how to support me in all areas of my life whilst enabling me to maintain appropriate excitement and emotional expression without pushing me towards passivity or withdrawal.• To be committed both to your own and to my personal development. I need security and intelligent support to remain safe, well and emotionally stable.• To share my interests and to challenge me gently with new experiences through a genuine interest in me and my life.• To be helpful to me and be observant of subtle changes in my demeanour that may signal pain, confusion, distress or anxiety.• To be respectful of me and my family and friends and exercise discretion with the knowledge accumulated through living and working with me over time. <p>This post requires commitment and a willingness to become a friend and ally to me in my life. It is work that, when done well and in good spirit, will be very rewarding. I have a good sense of humour, am very sociable and enjoy life as much as possible.</p> <p>I share a rich and fulfilling life with my family and support team. We go places and have a great deal of fun. The work can also be demanding but everyone who works with me has good support from senior members of the team as well as my family.</p>

It is essential that you are flexible and adaptable as my needs may vary from day to day and therefore the tasks required will vary accordingly.

Outline of daily duties:

- Supporting me to live a fun and fulfilling life, assisting me at home, providing subtle support in the community, and supporting me to engage in meaningful activities. This may mean working as one half of a two-person team when out and about or working with me one to one in the evenings (after 8pm) at home.
- Assistance getting to meetings, social events, activities and providing discreet assistance whilst there.
- Contributing to planning meetings about my life and provision
- Upkeep and development of a comprehensive visual communication system (with guidance and support).
- Maintaining records of my activities and life goals.
- Maintaining and contributing to the development of my timetable of activities, independence and life skills.
- Assistance to prepare and cook meals.
- Assistance with all aspects of personal care including continence.
- Assistance with all daily living tasks and activities.
- Assisting with shopping and other associated tasks.
- Contributing to the running of my home in an efficient, competent and respectful manner
- Overnight shifts (usually sleeping) to ensure company, safety and support for me at home
- Assisting me in and out of vehicles and different forms of public transport
- Driving
- Helping me maintain health and good dental hygiene including supporting me at GP and/or hospital appointments and dental check-ups
- supporting me if I have an epileptic seizure. Comprehensive training and support are provided for this
- On occasions, employees may be required to perform other reasonable tasks appropriate to this type of employment.

Key duties:

Hours of Work

Minimum of 24 hours per week. This may include some weekends but rotas are equitable and fair and weekend work is distributed between a team of 8
Sleep ins are additional to this.

	<p>The post requires flexibility. Hours are organised through a 4 weekly rota pattern and sometimes hours may increase in order to cover annual leave of other staff and/or illness.</p>
<p>Pay and Benefits</p>	<p>£11 per hour. £12.50 per hour at weekends and bank holidays. £70 per sleep-in. On-going and regular training that supports your ongoing development and skills.</p>
<p>Essential Criteria</p>	<ul style="list-style-type: none"> • Interested in me and in learning about my history and preferences • Enthusiastic and respectful in your support • Able to work flexibly with me in my family home and out in the community • Able to provide varying levels of support depending on the situation; from very subtle, to more intensive support • Commitment to your own and my personal development • Able to work responsibly with colleagues, managers of the provision and other professionals • Able to respect privacy and confidentiality and exercise discretion at all times • Reliable and responsible • Energetic and quick witted • Able to use, well judged, initiative • Sense of humour • Observant and responsive • Good written and spoken communication skills • Able to work well as part of a team • Good cooking and domestic skills • Flexible approach to the work • Willingness to learn and to undertake further training • Honest and trustworthy • Non-smoker whilst at work • Full UK driving licence
<p>Desirable Criteria</p>	<ul style="list-style-type: none"> • Experience of supporting Adults with complex needs in the community and within a family setting

- Experience of supporting people who display behaviours described as challenging
- Training and experience in PBS (Positive Behaviour Support)
- Able to work increased hours at times throughout the year to cover for staff on holiday or off sick
- Similar leisure interests
- Previous care or personal assistance experience
- Computer and IT skills
- GCSE, further and higher level qualifications