

# Job Description

<b>Job Title</b>	Support Workers – minimum of 24 & 32 hours per week.
<b>Job Location</b>	Hastings
<b>Background to Job</b>	<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><b>You Will Need:</b></p> <ul style="list-style-type: none"><li>• To enjoy the freedom of supporting me on different programmes of activity and be committed to developing my independence and skills.</li><li>• To be alert and able to assess dangers in my environment and be able to anticipate these and keep me safe.</li><li>• 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.</li><li>• 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.</li><li>• To share my interests and to challenge me gently with new experiences through a genuine interest in me and my life.</li><li>• To be helpful to me and be observant of subtle changes in my demeanour that may signal pain, confusion, distress or anxiety.</li><li>• 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.</li></ul> <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><b>Pay and Benefits</b></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><b>Essential Criteria</b></p>	<ul style="list-style-type: none"> <li>• Interested in me and in learning about my history and preferences</li> <li>• Enthusiastic and respectful in your support</li> <li>• Able to work flexibly with me in my family home and out in the community</li> <li>• Able to provide varying levels of support depending on the situation; from very subtle, to more intensive support</li> <li>• Commitment to your own and my personal development</li> <li>• Able to work responsibly with colleagues, managers of the provision and other professionals</li> <li>• Able to respect privacy and confidentiality and exercise discretion at all times</li> <li>• Reliable and responsible</li> <li>• Energetic and quick witted</li> <li>• Able to use, well judged, initiative</li> <li>• Sense of humour</li> <li>• Observant and responsive</li> <li>• Good written and spoken communication skills</li> <li>• Able to work well as part of a team</li> <li>• Good cooking and domestic skills</li> <li>• Flexible approach to the work</li> <li>• Willingness to learn and to undertake further training</li> <li>• Honest and trustworthy</li> <li>• Non-smoker whilst at work</li> <li>• Full UK driving licence</li> </ul>
<p><b>Desirable Criteria</b></p>	<ul style="list-style-type: none"> <li>• Experience of supporting Adults with complex needs in the community and within a family setting</li> </ul>

- 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