

Support Workers

Role: Support Workers for Supported living and Outreach services in East Sussex.

Hours: 37hrs per week

Location: St Leonards on Sea, East Sussex

We would like to recruit Support Workers to join our existing team that support adults with Autism, some of whom have associated learning disabilities and/or mental health conditions.

Purpose:

To support the East Sussex Community Based services senior support workers in the day-to-day operation of East Sussex Supported Living and Outreach Services.

To provide a person-centred approach and work holistically and in partnership with all those involved in the support of the individuals who use our services.

Essential Criteria

- The successful candidate will be qualified to NVQ level 3 or be willing to obtain this qualification, or have more than 2 years' experience of supporting adults with an ASC.
- Have experience in working with behaviours that may challenge.
- An understanding of safeguarding and its relevance in the social support setting.
- Be able to demonstrate a working knowledge of CQC regulations and procedures.
- Be willing to accept key working responsibilities.
- Be willing to take on additional responsibilities and to support the Senior Support Workers in the day-to-day running of the service.
- Be able to work within a team as well as independently.
- Be willing to undertake comprehensive training.
- Be willing to travel throughout the county for work purposes.
- An ability to work flexibly and on occasion work unsocial hours.
- Good communication skills both verbal and written.
- Computer literate and familiar with Microsoft word.
- Confident in liaising with outside agencies.

Desirable Criteria

- To hold a current clean UK or European driving licence.
- To have a good knowledge of high functioning autism, and mental health issues specifically OCD and anxiety.
- You will be supported, mentored and trained for all aspects of this post.
- We are an equal opportunities employer and committed to safer recruitment; all positions are subject to an enhanced DBS disclosure and two references.
- We also offer opportunities for overtime on an as and when basis.

Key Accountabilities:

1. To support our tenants and other individuals from a range of living environments and situations to develop skills and confidence in all aspects of daily life at Gensing Road and in the community, including daily living skills, leisure and social skills, travel, work

experience or employment, education, and accessing the local community and amenities.

2. To contribute to and implement Individual Support Plans that develop and expand the skills and confidence of the people we support, enhance a positive self-image and support them to maintain their health and well-being. To keep accurate, detailed case records using the organisation's relevant recording systems.
3. To involve the individuals we support through providing choice, enhancing communication and continually striving to identify opportunities that meet their needs and preferences through empowerment.
4. To liaise with the other staff members to develop a person-centred timetable, and ensure it is appropriate to the needs of the individual.
5. To work as part of a team to cover the required levels of support, including evening and weekend hours. Team cover involves a flexible approach to working and staff may be expected to work at any of the organisation's premises or anywhere in the community according to the needs of the Service and the individuals, we support.
6. To work to a published rota and ensure the safety, well-being and development needs of the people we support are continually met.
7. Be responsible for a specific area of practice as agreed with the Service Manager and senior staff members
8. To attend and contribute constructively to team meetings/days.
9. To be able to understand and respond appropriately to the complex needs of the individuals we support, which may include challenging behaviour. To reflect on and understand the impact of the stresses involved on themselves and other staff, and offer and/or seek support as required.
10. Maintain accurate records, and follow guidelines and risk assessments rigidly and consistently and report all incidents and matters of concern to an appropriate senior member of staff.
11. To be willing and able to undertake all necessary training. To be willing to learn about and implement autism best practice.
12. To use initiative and make decisions in line with the organisation's policies and procedures as situations require.
13. To be willing to attend regular supervisions and to participate in the appraisal process.
14. The ability to lone work and to support people in their own homes.

This job description is subject to review and may be changed to meet the developing needs of the organisation and the individuals it seeks to support. Such variations are a common occurrence and cannot in themselves justify a reconsideration of the grading of the post.

Closing date for applications: 7th December

Interview date: TBC

To apply please email recruitment@aspens.org.uk or phone (01424) 773366.