



Thornage Hall community aims to provide a meaningful residential and working environment for its adult members, some of whom have learning disabilities. In addition to a range of work opportunities, social, artistic and therapeutic activities are an integral part of life, where everyone participates to the best of their abilities. The community is situated on the edge of Thornage village in 70 acres of grounds set in the attractive North Norfolk Countryside.

Everyone who works within Thornage Hall needs to have a good understanding of working with vulnerable people. All staff are required to have a flexible approach to the working environment. The post holder will need to be Disclosure and Barring Service checked and training will be given regarding any current regulatory requirements. This post involves co-ordinating activities within the house and supporting tenants in independent living skills and assisting with personal care within the houses in the community.

The post holder will be a casual car user.

Job Description

Salary Band L to K: £15,268 – £17,583 per annum

Hours per week: 37.5 hours full time (to include weekends and shift pattern)

Job title: Support Worker

Responsible to: Head of Personal Care and Support

Job purpose: The key areas of responsibility are:-

To support adults with learning disabilities in an environment which promotes independent living and person centred planning (PCP). In particular to take a proactive approach to

- Attend to the well-being of tenant's physical, spiritual, cultural and emotional needs.
- Encourage and support tenants to have choice and control within their daily life.

Supporting tenants

- Contribute to and actively promote the implementation of Person Centred Plans (PCP), Action Plans, Reviews, Risk assessments and other documents in order to ensure that tenants are supported with their personal care and independent living skills, as well as needs arising in day-to-day living.
- Create a structured, safe, harmonious and caring environment that fosters the physical and emotional wellbeing of the tenants and of the staff/co-workers who support them, where emphasis is placed on team building, mutual respect and individual growth for all.
- Provide emotional and behavioural support to tenants to give them choice and control within their daily life, to maximise their potential and achieve their personal goals as set out in their PCP.

- Support tenants in their health needs including care for tenants who are unwell, monitoring and administration of medication, and ensuring tenants have access professional medical assistance when necessary.
- To maintain health and safety standards in the house and report maintenance and repairs
- To manage relationships between tenants and deal with disputes fairly with due regard for any safeguarding concerns
- Work in a multi- agency context and liaise with professionals from other organisations and support tenants to access activities/organisations in the wider community.
- To encourage service users to maximise their potential and support the achievement of personal goals and aspirations.
- To support tenants in their communication/interaction with other people and where necessary, advocate on their behalf.
- To be accessible and approachable to tenants, to be sensitive to their needs
- To assist and encourage tenants to contribute to the running of the community and their way of life within it
- To empower tenants to be involved in shaping the services and community at Thornage
- To direct and support volunteers in their role at Thornage Hall.

Quality & Compliance

- To follow all Thornage policies and procedures and ensure that all necessary paperwork relating to the delivery of care and support to tenants is kept up to date and relevant to the care needs of tenants.
- To promote a safe working environment by following all health and safety procedures and ensuring all necessary risk assessments and risk management plans are implemented.
- To ensure the protection of all vulnerable adults within the community and follow Thornage safeguarding vulnerable adult policy.
- To work in accordance with any regulatory and/or quality frameworks adopted by Thornage Hall.

Organisational activities

- To have a sense of ownership and involvement through a positive contribution to the community at Thornage Hall
- To attend meetings including training, both internally and externally as requested.
- To empower tenants and service users to be involved in shaping the services and community at Thornage
- To work constructively across the community to ensure a seamless service for tenants and service users across the organisation.
- To provide written reports as requested
- To undertake all other duties as may be required that are commensurate with the job

Person Specification

Essential

- Experience and/or relevant qualification in health/social care
- Experience of providing person centred services
- Understanding/experience of relating to adults with learning disabilities.
- Understanding of issues of equality and diversity
- Ability to empathise, be approachable, and maintain professional boundaries.
- Patience, understanding, with an ability to listen and respond fairly
- Ability to work in a team
- Understanding of safeguarding issues relating to vulnerable adults
- Understand 'Duty of Care' , confidentiality and health and safety issues
- Proactive, self managing and self motivated.
- Positive attitude and flexible approach to work
- Sensitivity to the ethos of a Camphill Community
- Basic cooking skills
- Clean Driving licence

Desirable

- Experience of planning and organising group activities for vulnerable adults
- IT skills and knowledge of MS Office (Word, Excel, Outlook)

Signed:

Dated: