

Quarry Co-Worker – Role Description

The Quarry Co-Worker supports adults with learning disabilities to participate in meaningful work, learning and community activities through Tiphareth's social enterprise operations, which combine compost and firewood production and deliveries with estates work. The role combines person-centered social care support with practical workshop and outdoor work, enabling members to develop skills, confidence, independence, and a sense of contribution.

Working within Tiphareth's Camphill values, the Co-Worker promotes dignity, choice, respect and inclusion, while recognising the holistic wellbeing benefits of meaningful work activity. Whilst at the same time ensuring the safety and wellbeing of members. and working collaboratively with families, carers, external professionals and colleagues.

Key Competencies

Person-Centered Support

- Builds positive, respectful relationships.
- Promotes choice, independence, and participation.
- Supports individuals to achieve personal outcomes and goals.
- Recognises and values individual strengths and abilities.

Safeguarding and Duty of Care

- Understands adult support and protection responsibilities.
- Maintains professional boundaries.
- Responds appropriately to concerns, risks and incidents.
- Supports health, wellbeing, and safety.

Communication Skills

- Communicates clearly and respectfully.
- Listen actively to members, families, and colleagues.
- Maintain accurate records and share information appropriately.
- Works effectively with multidisciplinary professionals.

Teamwork

- Contributes positively to the team environment.
- Participates in professional discussions and planning.
- Supports colleagues and shares responsibilities.
- Demonstrates reliability and accountability.

Practical and Vocational Support

- Supports workshops and social enterprise activities.
- Assists with deliveries and community-based work.
- Uses equipment and tools safely.
- Encourage skill development and meaningful engagement.

Problem Solving and Initiative

- Responds calmly to changing situations.
- Supports people experiencing distress or behaviours of concern.
- Identifies practical solutions while maintaining safety.
- Contributes ideas for workshop development.

Organisation and Planning

- Supports activity planning and delivery.
- Manages time and priorities effectively.
- Completes key worker responsibilities.
- Ensures that reviews, support plans, and risk assessments are maintained.

Professional Practice

- Adheres to policies and procedures.
- Maintains confidentiality and professional standards.
- Undertakes training and continual professional development.

Essential Values

- Respect and dignity
- Inclusion and equality
- Compassion and empathy
- Community participation
- Accountability
- Person-centered practice
- Commitment to Camphill values and Tiphereth's mission

This role would align closely with the SSSC values of protecting people's rights, promoting independence, maintaining trust, and supporting wellbeing through person-centered care and support.

Essential Experience

- Experience supporting adults with learning disabilities, autism, mental health needs, or other support needs in a health, social care, community, educational, or voluntary setting.
- Experience building positive, professional relationships with people using a person-centered approach.
- Experience supporting individuals to participate in meaningful activities, work programmes, education, or community-based opportunities.
- Experience working as part of a team and contributing to shared goals and outcomes.
- Experience implementing support plans, risk assessments, or individual outcomes.
- Experience working safely and following health and safety procedures.
- Experience communicating effectively with families, carers, colleagues, and external professionals.
- Experience maintaining accurate records and reports.
- Experience supporting individuals whose behaviors may occasionally present challenges.
- Experience promoting independence, choice, dignity, and inclusion.
- Experience supporting people during community access, transport, deliveries, or outings.

Desirable Experience

- Experience supporting adults in a day service, or social enterprise setting.
- Experience as a key worker or lead worker with responsibility for reviews, outcomes, and support planning.
- Experience administering medication.
- Experience providing personalised intimate care.
- Experience supporting individuals with epilepsy or other health conditions.
- Experience using positive behaviour support approaches.
- Experience leading group activities, training opportunities, or skill-development programmes.
- Experience working with volunteers.
- Experience within a values-based care environment.
- Experience working in outdoor environments, or other practical vocational settings.
- Experience supporting vocational activities such as woodworking, horticulture, compost production, recycling, or similar practical projects.

Essential Knowledge and Skills

- Understanding of person-centered practice and outcome-focused support.

- Understanding of safeguarding and adult protection responsibilities.
- Ability to motivate and encourage participation and independence.
- Good communication and interpersonal skills.
- Ability to work both independently and as part of a team.
- Ability to assess and manage risk appropriately.
- Competence in maintaining accurate written records.
- Ability to remain calm and professional in challenging situations.
- Basic IT skills.
- Ability to safely use tools, equipment, and manual handling techniques following training.

Essential Qualifications

- No formal qualifications are required for this post.

Desirable Qualifications

- SCQF level 6 – SVQ2 or above in a recognised field
- Social Therapy training

Essential Requirements

- Full UK driving license and willingness to drive company vehicles for deliveries and collections.
- Ability to undertake the physical aspects of the role, including outdoor work, loading and unloading materials, and participating in workshop activities.
- Commitment to Tiphereth's mission, vision, and Camphill values.
- Commitment to ongoing professional development and reflective practice.

DAY SERVICE CO-WORKER TERMS AND CONDITIONS

Salary: £26,227.50 rising by annual increments to £28,665.00 over 6 years.

Hours: Full – Time 37.5 hours per week.

Monday and Thursday 0855 – 1700

Tuesday, Wednesday, Friday 0855 – 1600

Holiday: 36 days paid holiday per annum inclusive of statutory and public holidays. Every two years the holiday allowance increases by 1 day to a maximum of 40 days of annual leave. Tiphereth day service is closed for 2 weeks at Christmas/New Year; 1 week at Easter; 2 weeks in July; and 1 week in October

and all day service staff are required to take their holidays at the same time as these closures. This accounts for 31 days of annual leave and the other 5 days may be taken flexibly through the year.

Sick Pay: 2 weeks full pay and 2 weeks half pay increasing after 2 years to 4 weeks full and 4 weeks half.

Pension: Tiphereth operates an Auto-enrolment Pension Scheme, which you are required to join or provide an alternative Scheme. Tiphereth contributes a sum equivalent to 5% of annual gross salary on behalf of the employee and the employee makes 4% contribution to the Scheme. Together these contributions provide a pension of 9% per annum.

Company Medical Insurance

Probationary Period: All new staff are required to serve a probationary period of 6 months during which work performance will be reviewed. One week notice either side during probationary period.

Notice: 4 weeks after probationary period.