



Supported Living Co-Worker

JOB DESCRIPTION

Mission Statement

We are Tiphereth Camphill, a vocational community that values each person equally. We aspire to live a life full of meaning, work associatively and grow together based on a rich cultural and spiritual foundation. We strengthen and nurture our common purpose and individual potential through authentic relationships and shared life experiences.

Introduction

Tiphereth is a semi-rural Camphill Community based on the outskirts of Edinburgh at the foot of the Pentland Hills. Together we make up a community of about 150 people. The community provides residential care homes, supported living tenancies, a social enterprise and day support services for adults with learning disabilities and autism. For more information visit www.tiphereth.org.uk.

Tiphereth offers adults with learning disabilities and autism the opportunity of living, working and growing together to realise their potential. Our life and work is based on Rudolf Steiner's anthroposophy and the principles of Social Therapy. We are also influenced by Social Pedagogy. Through working with these principles Tiphereth aims to meet the physical, emotional and spiritual needs of the individuals we provide a service to. Tiphereth strives to create situations where each person has the opportunity to participate in meaningful work, believing that work is the primary vehicle for personal growth and development.

Our Supported Living service has two shared and two single tenancy houses which combine community living with the independence of renting a home. Household tasks are undertaken together and everyone eats together. Social evenings and cultural events allow both residents and staff to develop a sense of community. We refer to the individuals who use our services as 'members'.

Job Context

The aim is for Co-Workers to provide support based in our member's homes. The support may be provided on a one-to-one or two-to-one basis if that is what the member needs, or the Co-Worker may be responsible for providing support to a small, shared group of members who live together, in their home. It is important that staff are capable of providing both types of support.

Purpose of the Job

The post holder is to provide care and support to adults with learning disabilities and/or autism to enable them to achieve personal outcomes. Guided by our strapline: “Living Together, Working Together, Growing Together” the Co-Worker will provide relationship-centred care and support which values and promotes growth and a sense of belonging through working in shared and individual settings. Our co-workers support our members within their homes (Supported Living), to access meaningful work, and to have fun and develop relationships.

Key Tasks

- To personally uphold Tiphereth’s mission and vision statement, and Camphill values which underpin the aims and objectives.
- To build relationships with people using a person-centred approach founded on dignity and respect for individuality, and that enables choice and control.
- To follow the mandate and objectives attached to each part of the community.
- To provide shared support, 1:1 and 2:1 support.
- To work positively with any behaviours of concern.
- To provide care and support with personal /intimate care tasks, administering medication safely, assisting a person’s mobility safely including using equipment, supporting meals, social activities, outings and attending appointments.
- To support people to live in a rich environment, manage a tenancy and build a home.
- To share and support members with daily cleaning tasks and maintain safe and aesthetically pleasing working/living environments.
- To support people to participate as fully as possible in tasks and activities that interest and engage them, developing skills and a sense of purpose and value
- To act as keyworker for some people taking a lead role in ensuring outcomes, support plans and risk assessments are reviewed at least every 6 months.
- To build good relations with families, carers, and other relevant professionals.
- To plan, organise and facilitate group and individual activities.
- To work as an effective member of a team following agreed procedures, and contributing to professional discussions and a positive team working environment.
- Support members both inside the home, but also to utilise the outside spaces, supporting gardening, growing vegetable and plants, and enjoying nature.

Other Tasks

- To take personal responsibility for professional development in line with SSSC requirements, and contribute to supervision and team meeting discussions.
- To support and participate in the cultural and festival life of the community and a taskforce meeting.

- To work safely and professionally according to organisational policies and procedures including Health and Safety.

Training and Supervision

There is an initial period of induction for the new Co-Worker and training provided across a calendar year within Tiphereth. Support to access appropriate further training or refresher courses and professional development will be agreed with the the House Co-Ordinator or Supported Living Manager.

The Co-Worker will be provided with support and supervision sessions with their team leader. During this, feedback is gained, personal development is discussed, issues of concern or those needing clarification can be raised, and practices can be reflected on.

Line Management

The post holder is responsible to the House Co-Ordinator and through them to the Supported Living Manager.

Social Therapy / Social Pedagogy

The post holder will take an active interest in the principles and practical application of Social Therapy and Social Pedagogy which underpin our work, and make full use of training and supervision to ensure that working practices and attitudes support Tiphereth's values and principles.

PERSON SPECIFICATION

We are seeking a new staff member who shares our values and has the experience and skills to support adults with learning disabilities in their homes.

Previous experience of working with adults with learning disabilities is essential, as is a good understanding of autism and the needs of people who use different forms of communication and a confidence in working with people with behaviour that challenges.

Values and Attitudes

Essential:

- A person-centred approach to supporting individuals.
- Compassionate and empathic.
- An interest in being part of an equal environment, supporting shared experiences and relationships within community.
- An appreciation of the uniqueness of the people we support.

Experience

Essential:

- Experience paid or unpaid, of supporting people with a learning disability, autism or additional needs.

Desirable:

- Experience of supporting people with needs that may include epilepsy requiring emergency medication, behaviors of concern, complex physical needs.
- Experience of key working, partnership working with families, carers and professionals.

Qualifications

Essential:

- Achieved or willing to work towards suitable qualification to comply with SSSC registration requirement – SVQ2 in Health and Social Care as a minimum, ideally SVQ3. This applies to supported living and residential care services.
- Maintain SSSC registration and Continuous Professional Development requirements

Desirable:

- Registration with SSSC.
- SVQ2+ in Health and Social Care or equivalent.
- Training in First Aid, Epilepsy, Moving and Handling.
- Driving licence.

Knowledge

Essential:

- An understanding of the needs facing people with learning disabilities.
- Awareness of autism and how it may affect an individual.
- Appreciation of ideas underpinning community.

Desirable:

- Understanding of a Camphill community values and ethos.
- Knowledge of social pedagogy and / or social therapy.
- Knowledge of communication strategies and person-centred approaches used with people with learning disabilities or autism.

Skills

Essential:

- Excellent communication skills, particularly recognising the importance of listening.
- Flexibility and resilience.
- Ability to support people in small groups, and in one-to-one and as part of a team.

- Interest in supporting people to develop skills, purpose, and wellbeing.
- Ability to work on own initiative and “think for yourself”.
- Record keeping, clear communication and IT skills.

Attributes

Essential:

- Empathy and a compassionate approach.
- Willingness and capacity to work indoors and outdoors.
- Willingness to learn and continuously develop.
- Problem solving approach, ability to work as a team to try new things and interest in ‘thinking outside of the box’.
- A passion for working with people and ability to inspire motivation in others.

SUPPORTED LIVING CO-WORKER TERMS AND CONDITIONS

Salary:	£27,963 rising by annual increments to £30, 595.50 over 6 years. Sleepovers paid in addition - £13.45 per hour.
Hours:	Supported Living support is provided 365 days in a year, there will be support required on weekends, evenings, and sleepovers. The hours are set to meet the needs of our members and operate on a rotating 4 weekly fixed rota.
Holiday:	36 days paid holiday per annum inclusive of statutory and public holidays (Pro rata for PT Roles). Every two years the holiday allowance increases by 1 day to a maximum of 40 days annual leave. Annual leave will be requested through the House Co-Ordinator. We look to offer consistency to our supported people as much as possible. Our team work together to plan support for the service and are involved in 6 monthly planning meetings for service delivery.
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.

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.

Private Medical Insurance: You will have the opportunity to join Tiphereth's group Private Medical Insurance scheme after successful probation period.

Notice: 4 weeks after probationary period.