

Job Title:	Active Support Worker
	Full Time, Part time and Bank Opportunities
Bank Hourly Rate:	£11.05 per hour plus accrual for holiday
Full time Salary:	£21,260.20 per year plus 31 days paid leave
Hours:	Full time and part time opportunities available.
Bank:	Minimum 15 hours per week availability requested for bank roles
Full time:	37 hours per week on a shift basis (please note that shift work may
	entail evenings, weekends and bank holidays)

Role Responsibilities:

Delivery of	In collaboration with service users (people of all ages with learning disabilities),
quality	develop and implement working practices which ensure that they have the
services to	opportunity to maximise:
people with	 integration and participation in their local community
learning	 development of a range of friendships and relationships
disabilities	 informed personal choice
and/or Autism	 their range of skills and competencies
	 confidence and self-esteem
	Offer person centred support to service users in line with their individual and
	cultural preferences, day to day and long-term needs; including but not limited to
	social and leisure activities, health needs and appointments, personal care and
	domestic duties
	Ensure that service users are involved in day-to-day and long-term decision
	making – 'no decision about me, without me'
	Work collaboratively with fellow staff, family carers and relevant external
	agencies, including other professionals involved in supporting service users
	Participate in the implementation of agreed individual plans for service users,
	which may include structured teaching of skills.
	Adhere to safeguarding procedures and remain vigilant for signs of abuse, taking
	immediate action and reporting all issues of concern with the line manager.
	Act as a keyworker to individual service users.
	Support service users in the organisation of their regular Person-Centred Planning meetings.
	Ensure that Health & Safety and any other relevant standards are adhered to
Teamworking	Work effectively with fellow staff to exchange relevant information, adhering to
	the systems of communication, recording, reporting and handovers in place at the
	project.
	Keep accurate and up to date records and reports in relation to service users, in line
	with the systems and procedures in place at the project.
	Participate in regular staff and service user meetings.
	Take responsibility for shift leading as and when needed.
	Where appropriate, assist with the induction and training/coaching of new staff
	members. Note: Upon successful completion of the probation period, there is the
	opportunity for professional development to take on a role as a staff buddy for new
	starters.



Person Specification

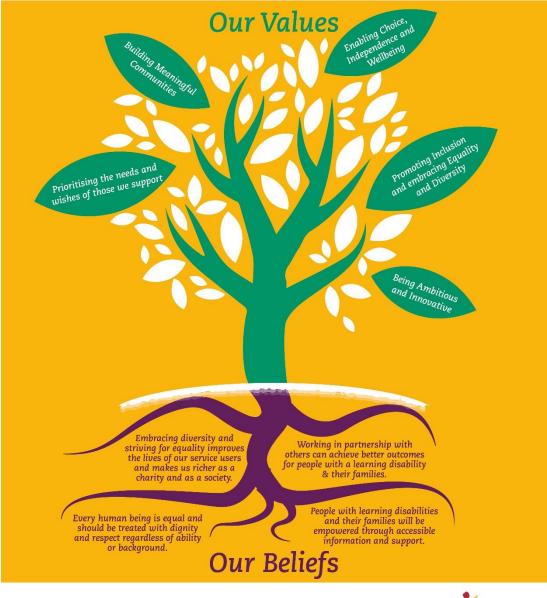
	(E) Essential criteria (D) Desirable criteria	
Physical requirements	Willing and able to offer physical support to service users, including moving and handling safely	E
	Flexible and able to carry out a variety of shifts throughout the week, including evenings, weekends and bank holidays	E
Knowledge & Understanding	Understanding of health and safety issues as they affect service users	D
	Understanding of person-centred values and self-directed support	D
	Awareness of issues affecting people with learning disabilities and/or Autism	D
	Understanding of and sensitivity to the discrimination experienced by members of vulnerable and/or minority groups	E
Experience	Experience of supporting someone – in a personal or voluntary capacity – who has additional needs	E
	Experience of working with people with learning disabilities and/or Autism, or with another vulnerable client group	D
	Experience of working with people from varied social and cultural backgrounds	D
Skills & Values	Strong interpersonal skills, able to communicate and collaborate effectively with a range of people	E
	IT proficient, with the ability to confidently use a range of computer software (i.e. Office and others), <i>or</i> willing to develop IT skills for the purposes of the role	E
	Able to manage time and workload effectively	Ε
	Able to work on own initiative, proactively resolving issues	Ε
	Strong self-reflective skills, able to take learning from situations	Ε
	Able to maintain professional boundaries and handle confidential information appropriately	
	Committed to concepts of equal opportunity, diversity and inclusion	Ε
	Committed to enabling choice, independence and wellbeing of people with learning disabilities and/or Autism	E



Centre 404 is committed to safeguarding and promoting the welfare of vulnerable individuals, and we are looking to recruit people who share these values.

Mission, Beliefs and Values

Centre 404 is working towards a world where people with learning disabilities and their families have the support they need to flourish and enjoy the same rights, freedom, responsibilities, choices and quality of life as people within the wider community.



CENTRE 404

Centre 404's Beliefs and Values are deeply rooted in the way that we work and will continue to underpin the future direction of the charity.