

**Job Description**

|  |  |
| --- | --- |
| **Role** |  Independent Supported Living (ISL) Worker – Relief Team |
| **Reference No.** | ISLR2019 |
| **Terms** | Relief hours  |
| **Salary** | Pre-arranged cover - £8.65 per hour (£9.69 with additional holiday entitlement payment) / Emergency cover - £9.10 per hour (£10.20 with additional holiday entitlement payment) |
| **Responsible to:** | ISL Manager |
| **Responsible for:** | Individual/s with learning disabilities living in their own home. |

**About Natural Ability**

Natural Ability is a Registered Charity and Company Limited by Guarantee providing agricultural and animal care work, training, education, holidays and Supported Living for children and adults with learning disabilities.

Natural Ability aims to:

* Support the personal development and autonomy of people with learning disabilities.
* Offer work which is meaningful, productive, dignified and challenging.
* Develop environmentally sustainable ways of living and working.
* Ensure that people with disabilities are seen as an important part of the community.

**Job Purpose:**

* To support people with learning and other disabilities to live as independently as possible in their own home.
* To provide supervision, education and support to people with learning disabilities to undertake personal care, cooking, cleaning and daily living tasks
* To promote the independence and personal and skills development of people with disabilities
* To promote the inclusion of people with learning disabilities in the community, supporting them to live the life they choose.
* To support people with learning disabilities to make choices and to be empowered

**Main Duties and Responsibilities:**

* To supervise and support daily life for people with disabilities in a respectful and positive way.
* Assist with planning, monitoring, recording and evaluation of support.
* To work within a lifelong learning framework.
* To support their personal care to a high standard.
* To develop and promote independence.
* To maintain the safety of people with learning disabilities at home.
* To promote the health and wellbeing of people with disabilities.
* To maintain effective working relationships with other agencies, carers and family of people with learning disabilities.
* Undertake any necessary training, as appropriate to the role.
* To work to Natural Ability Policies and Procedures.
* Ensure that Health and Safety and all other Policies and Procedures are followed.
* To develop and promote the inclusion of people with disabilities.
* To adhere to all financial procedures.
* Undertake any other reasonable duties as required.

**Benefits of working with Natural Ability:**

* Competitive pay rates.
* Mileage allowance.
* Option to work additional hours.
* Fully paid induction including training and practical shadow shifts.
* Support with personal development.
* Employer contribution pension scheme.
* 24 hours’ management and on call support.

**Person Specification**

|  |  |  |
| --- | --- | --- |
|  | **Essential**  | **Desirable**  |
| **Skills, Knowledge, qualifications** | Excellent communication skills.Understanding of the needs of vulnerable people.Ability to travel to meet the requirements of the post.Basic IT skills. | Level 3 NVQ / other qualification in related discipline.Knowledge of issues around Safeguarding vulnerable adults.Knowledge of DoLS and mental capacity assessment.Current UK driving licence and business insurance. |
| **Experience** | Supporting people with complex needs.Positively managing challenging behaviour.Delivering personal care.Experience in record keeping and evaluation. | Experience of working with and for people with learning disabilities.Providing support for vulnerable people in their own home.Working with complex mental and physical health needs. |
| **Personal qualities** | Commitment to the ethos of Natural Ability.Commitment to excellent care for disabled people.Commitment to the participation and empowerment of people with disabilities.Conscientious and motivated.Sensitivity and empathy.Positive and buoyant approach. | Comfortable is social situations.Enjoy being physically active. |

***Please note that Natural Ability is committed to safeguarding children and vulnerable adults and all successful applicants will need to submit to a DBS check at the Enhanced level.***