

## Advert: Community Support Worker

Are you looking for a job where you can make a positive difference in someone's life? At Bexley Mencap we can give you that.

We are looking for a Community Support Worker to join our team in Bexley. As a Support worker you will provide an outstanding level of care and support that will enormously contribute to our member's lives, helping them to live the life that they want to lead.

This may include:

- Supporting people to take part in activities that interest them
- Supporting people to live independently and manage their home
- Supporting members to attend a Bexley Mencap group or a group in the community

The people you will be supporting all have different hobbies and interests and the right person for this role will hopefully enjoy trying new things and going out into the community... whether it be a morning down at the local park, bowling, a shopping trip into town, or an evening out with friends... no two days are the same!!

This is a full-time post, which is fixed for 6 months, but we are happy to explore part time opportunities for the right person, at a salary of £12.90 per hour (rising to £13.15 upon completion of probation). We also offer mileage reimbursement of 45p per mile, a Blue Light card for access to a range of discounts in shops and online and ongoing training for personal development. We also have bank/flexible contracts available.

To find out more and apply please visit [www.bexleymencap.org.uk](http://www.bexleymencap.org.uk)

\*An enhanced DBS will be required for each successful candidate, paid for by Bexley Mencap (T&Cs apply)

## Overview: Community Support Worker

Bexley Mencap is a small and dynamic local charity focused exclusively on supporting people with a learning disability and their families. Our aim is that people with a learning disability are respected, valued and empowered to live life to the full.

We provide support and opportunities to people with learning disabilities and the people that care about them. We work to raise awareness, break down barriers and promote understanding within the community.

### About the role

As a community support worker, you'll be supporting adults with learning disabilities to live life to the full. You'll do everything to make sure that people are empowered to make their own choices about their lives, are able to do the things that they would like to do and are supported in areas that they need.

This is a varied role that could involve a large number of activities and you'll need to be flexible to make sure that the support that we offer is personalised to the individual's needs and wishes. Whilst you will usually be supporting one person individually there are also times that our dedicated social groups may need support.

We run a variety of groups and support, so hours for this role are varied and may include evenings and weekends.

### About You

It is preferable for you to hold an NVQ 2 in Health and Social Care (or be willing to undertake one) and have experience in this field. However, we would be happy to interview candidates without this who have an enthusiastic attitude and person-centred approach. We do ask that all our staff live our organisation's values and demonstrate them in their day-to-day work and wanting to make a difference to the lives of people with a learning disability is what matters most.

You will need to be caring, patient and have good communication skills. You'll need basic IT skills to be able to complete online records and being able to drive is of benefit. What matters most is that you are passionate about making sure that people with a learning disability live the life that they want to lead by empowering them to develop independence, choice and confidence.

### What we offer

- £12.90 per hour (rising to £13.15 upon completion of probation)
- 30 days annual leave (inc. bank holidays)
- Other leave such as volunteering days
- Full training with access to accredited courses for contracted staff
- Shopping discounts via free Blue Light Card
- Employee Assistance Programme - free and confidential access to health portal, counselling and support

## Person Specification: Community Support Worker

Our work is underpinned by **our values** and all of our team are expected to demonstrate these in their daily work:

**Empowering:** We aim to support everybody to grow, develop and reach their full potential

**Approachable:** When people need us, we are there and we make it easy for them to get support

**Person centred:** People with a learning disability and their loved ones are at the heart of everything we do

**Passionate:** We are dedicated to improving the lives of the people we support

**Respectful:** We treat everyone who comes into contact with our organisation with dignity and respect

You will also be able to demonstrate or tell us about the following areas in your application and at interview:

### Personal Characteristics (essential)

- Have a passion for supporting people with learning disabilities
- Caring and considerate
- Calm under pressure
- Willing to try new things
- Uses initiative and creativity to make decisions
- Always looking for ways to improve service
- Committed to inclusion of people with learning disabilities in all aspects of community life

### Knowledge and Behaviours (essential)

- Demonstrate general understanding of the support needs of people with learning disabilities and the issues affecting their lives
- Able to develop rapport with people with learning disabilities
- Able to maintain appropriate relationships and personal boundaries
- Demonstrate a commitment to safeguarding and promoting the welfare of people with learning disabilities
- Demonstrate an ability to develop professional relationships with partners and networks
- Good level of English to enable you to fulfil your role
- Confident to work without direct supervision

### Skills

- Basic IT, literacy and numerical skills

### Other (desirable)

- Knowledge about learning disability and Bexley Mencap
- Experience of working with people with learning disabilities
- Social Care qualification or equivalent e.g. The Care Certificate
- Hold a valid, clean driving license and have access to a car for work

## Job Description: Community Support Worker

1. To provide support to people on a one-to-one basis in their own homes and in the local community, in accordance with the agreed support plan and within an agreed plan of risk taking.
2. To assist with everyday living skills and provide support in such areas as: personal finances, healthy eating, healthy lifestyle, building relationships, employment, safety in the home, accompanying to leisure/educational/health facilities, administration of medication, risk taking, shopping, cooking and cleaning.
3. To facilitate increased independence by encouraging and supporting participation in daily living activities and opportunities.
4. To work with people, their families, team members and partner organisations to ensure that support is tailored to meet their individual needs and wishes.
5. To use a range of communication methods to assist people to make informed decisions and choices about the issues affecting their lives.
6. To be familiar with and work within the organisation and the service's values, policies and procedures, maintaining records and reports accordingly.
7. To preserve and respect the dignity and privacy of people and their families and observe confidentiality at all times.
8. To attend and participate in team meetings, supervisions, appraisals and training as requested.
9. To follow best practice guidance regarding Strengths Based Support, Safeguarding, Confidentiality, Health and Safety and managing risks legislation to promote independence.
10. To work flexibly and creatively to meet the needs of people by providing cover as required in the event of staff shortages.
11. To support anti-discrimination policies and procedures and promote equality of opportunity at all times.
12. To undertake such additional duties appropriate to the post and to support the organisation's wider goals by working flexibly across the organisation from time to time as determined by your manager.
13. To keep accurate and up to date records.
14. To report any significant issues, notifiable events or concerns through line management channels.