



Residential Support Worker – Orpington – 32 hours per week – £18,500 rising to £19,500/£21,000 per annum pro rata (depending on qualification)

We are looking for a highly motivated individual with a genuine desire to provide a positive environment for residents at Cabrini House – our home for adults with learning disabilities. You will support them with education and personal interaction so that they have every opportunity to develop their behaviours and skills and provide them with opportunities to integrate into society.

Cabrini House is part of Diagrama Foundation UK, a charity dedicated to supporting vulnerable children and adults through a variety of services. Cabrini House in Orpington provides a safe and caring environment for the adults we care for. We work with challenging and vulnerable people from a variety of backgrounds and ethnicity.

We currently have a part-time vacancy which involves working an average of 32 hours per week. We operate a 24/7 service so all applicants must be willing to work mornings, afternoons, evenings and bank holidays as well as sleep-in night shifts. Our contracts normally consist of 8-hour shifts from Monday to Sunday. ***This role involves the care of both male and female residents and as such our workforce needs to be gender balanced and our recruitment decisions will reflect this. Our residents are predominantly female at present and we therefore positively welcome applications from suitable female candidates.***

Overall purpose of the job

Our residential care home facility called Cabrini House is based in Orpington and was originally set up for children with learning disabilities. But as these children grew up, our service grew with them and it's now a home-for-life for adults with learning disabilities.

Everyone at Cabrini House:

- Receives professional care designed specifically for them.
- Is supported by a dedicated team of well trained and skilled staff.
- Is consulted, along with their families and supporters, on decisions about their care and their lives.
- Can choose to try new activities, from music and cookery to sports and using a computer.
- Has the chance to live as independently as they can and enjoy the things they like to do.

As a support worker in our homes, you will provide essential care and support to adults who live with a range of complex needs and disabilities. It is desirable that you have worked in similar environments previously and are able to work well under pressure.

You will be responsible for assisting with key health and personal support functions to help residents with day-to-day living. Our service is designed to support all areas of the person-centred care plan. This helps our residents to interact, whilst enabling them to maximise their independence and live fulfilling lives.

A conscientious and dedicated approach to personalised care makes an incredible difference to all service users, which is why we are looking to employ the best people, to develop the best skills. You will form an integral part of the Diagrama team in this varied and rewarding role, delivering care that enriches lives.

We provide a comprehensive induction programme and successful applicants will hold or be prepared to work towards achieving QCF L2 in Social Care or equivalent. You may be required to drive in the course of your duties and a full driving licence is desirable.

Key accountabilities:

- To provide a safe and secure environment for the care and support of residents ensuring compliance with all policies and procedures in place to meet our statutory and contractual requirements

- Complete, maintain and supply documentation to ensure relevant information is accurately recorded, in line with company procedures and compliance with statutory and contractual requirements.
- Communicate and act to promote teamwork and ensure high standards of service delivery in accordance with the best interests of the residents
- Ensure own and, when appropriate, other's actions reduce risks to health and safety in compliance with statutory legislation and company policy
- Build and create positive relationships based on mutual trust and respect with residents to ensure that they develop and grow in line with their identified needs
- Define structures and boundaries for residents so they understand behaviour expected
- Create and produce activities to occupy and develop residents to ensure that they gain skills and education in line with their identified needs
- To assist in creating opportunities, within and outside the home for the residents to learn and develop from.

Key competences:

- Supporting and working with others
- Delivering great customer service
- Acting professionally
- Sharing and co-operating.

Essential skills:

- Good communication and IT skills
- QCF Level 2 Diploma (or equivalent) or willing to work towards this.

Desirable skills:

- Previous experience within a similar environment
- Full UK driving licence.

Benefits

- Full time salary (40 hours per week) commences at £18,500 per annum rising to between £19,500 and £21,000 after probation based on qualification (pro rata for part-time roles).
- Other benefits in line with a progressive organisation including pension scheme, company sick pay scheme, health insurance and 5 weeks annual leave plus bank holidays (pro rata)

If you are interested in this position please email hr@diagrama.org to request an application pack. Closing date for receipt of completed application pack is Friday 27 October 2017.