



## Development Worker

**Salary £21.5k-£23k pa, dependent on experience.**

**Full Time/Part time days, based in Orpington.**

Are you looking for a rewarding career helping adults with learning disabilities to unlock their full potential?

Using the Montessori way of learning, could you help our service users acquire skills to enjoy a full life as part of their community?

Do you believe the role of a Support Worker is more than just meeting basic needs?

If so, you may be the exceptional individual we're looking for.

Get in touch with our team today to find out how you can transform the life of a vulnerable person.



# About Cabrini House

Cabrini House is a home for 23 adults with a range of complex needs and learning disabilities.

Situated in a private cul-de-sac in Orpington, our dedicated and skilled team at Cabrini House provides professional and personalised care of the highest standard, where the needs of each individual lie at the heart of everything we do.

To enable our service users to enjoy life to the absolute best of their capabilities, our Interventions Manager designs holistic and individualised learning and development programmes which we deliver using the Montessori way of learning and Diagrama's renowned methodology - employed at all our centres throughout Europe.

Our service users are treated respectfully and compassionately in a safe 'family' environment where they are always fully involved in decisions about their lives.

We foster positive relationships,

encouraging strong bonds between residents and staff where individualised programmes of care are tailored to personal needs, wishes and development goals.

We go the extra mile to nurture learning and ambitions by supporting participation in a wide range of exciting and engaging educational, vocational and leisure pursuits that develop individuals' behaviours and skills.

We are attentive to service users' needs, supporting emotional, mental and physical health needs and encouraging friendships in a safe and stimulating environment with spaces that support nurture and allow privacy as well.

Cabrini House is part of the Diagrama Foundation - an exciting and innovative charity which supports vulnerable people and encourages staff to think out of the box to find interesting solutions to a variety of challenges.



# About the role

You will provide essential care and support to all service users at Cabrini House, in a role which is pivotal to helping our service users become as independent as possible.

You will be a consistent and caring role model who is professional and non-judgemental, encouraging individual independence and community integration. You will lead by example to help service users fully participate in all day-to-day activities - including meal times and household tasks.

You will also:

- deliver learning and development activities to support individual goals and take a conscientious and dedicated approach to their health and personal care.
- encourage service users to be active within their local community and support them to try new experiences.
- be dedicated to ensuring the well-being and safeguarding of our service users at all times and be willing to go the extra mile to enrich their lives.
- keep accurate records, carrying out all recording and reporting in a person-centred, factual manner.
- positively support the continuous improvement process within our home



to ensure we continue to provide innovative approaches and remain at the forefront of care provision.

- contribute to the development of our service, through reviews, supervisions, team meetings and training opportunities.
- work safely and ensure contractual and regulatory compliance so that our service users can trust, feel safe and have confidence in the support we provide.
- be flexible - Cabrini House operates 24/7, 52 weeks of the year and our team work a variety of shifts throughout the day as well as working a small number of sleep-in shifts.

## Your qualities

You will be a highly motivated professional with a genuine desire to provide a positive and engaging environment for our service users.

You will be trustworthy and caring and enjoying working as part of a team. Your skills and competencies will align to our values and ideally, you will have relevant qualifications up to and including a degree or equivalent.

A skilled verbal and written communicator, you will also have good computer skills.

**We are particularly interested in hearing from candidates who have experience of working in a Montessori environment.**

# Why work for Diagrama?

Diagrama is a charity which has supported vulnerable children, young people, adults and families around the world for more almost 30 years.

Our aim is simple - we want a better, more equal society, one that cares for those less fortunate and ensures no-one is excluded. Dedication, innovation and education lie at the core of all our work, with the needs of the individual at the heart of everything we do.

Every member of our team plays a vital role in our journey and is encouraged to help shape it along the way. And we're never afraid to try something new - that's how we learn and get closer to achieving our aims.

[www.diagramafoundation.org.uk](http://www.diagramafoundation.org.uk)



*'I love working with the residents  
- learning and exploring their  
curious and energetic ways and  
revelling in watching them grow.  
Each day is unique. If you are  
caring and want a career that  
makes you happy, look no  
further than Cabrini House.*

*- Aaron*

## Your benefits

You can enjoy a full and varied career with the Diagrama Foundation.

In addition to a competitive salary, our benefits package reflects the importance we place on this role and includes:

- Payment for sleep ins (average 1 sleep in per week will increase earnings by £1,700 per annum)
- 5.6 weeks annual leave (pro rata) including bank holidays
- Progressive sick pay scheme
- Simply Health medical support



## How to apply

If you are interested in this role please can you send your CV to **hr@diagrama.org**

**If you would like to learn more about the role please contact Residential Manager Michelle Dyne on 01689 891401.**

Candidates invited for interview will be sent an application pack to complete and bring with them.

*Diagrama Foundation is committed to ensuring the safety of our vulnerable people is upheld at all times, therefore all positions require an enhanced disclosure and satisfactory references.*

*We are an Equal Opportunities employer, however, from time to time there is a requirement to positively seek applications based on gender to ensure our team is balanced in relation to the service users within the home. We are currently positively seeking applications from men.*

*As an employee you will be expected to demonstrate the same commitment, by following our policies and procedures, as well as attending all mandatory training.*