

 **Job Description**

Independent Supported Living (ISL) Worker

**About Natural Ability**

Natural Ability is a Registered Charity based in Hexham, providing Supported Living for adults with learning disabilities. In addition, through our day services, we facilitate agricultural and animal care work, training and education for those we support.

Natural Ability was founded in Allendale in 2009 by 2 friends; one mother to a son with learning disabilities - They found that there was a lack of practical opportunities and support available for people like her son when they finished schooling; and so the charity was born, with the aim of providing opportunities and supported living services for adults with learning disabilities.

Since then, the charity has continued to develop to provide supported living and day-services to a growing number of adults in Hexham and the surrounding area. The adults we support all live within their own homes as private tenants, either on their own or with housemates.

**Our Mission**

We want to create an environment where people with learning and other disabilities live and work as valued and contributing members of the community. Providing people with an excellent quality of life with purposeful employment, lifelong learning and pride in their achievements.

We provide opportunities for people with learning and other disabilities to learn through challenge and well-managed risk, doing meaningful work, having fun and with a sense of personal autonomy.

**What is Support Work?**

As a support worker, your role will be to offer encouragement, guidance and support to the adults you work with. This covers all of the normal tasks and routines we all follow day-to-day, and also supporting with the social and exciting things we may look forward to. Our staff work a range of different shifts, with a range of support required - tailored to individuals. Shifts cover everything from the basics of getting up for the day, preparing meals, and keeping on top of the housework, to attending groups/activities, organizing trips and accompanying the people we support on holiday.

**Main Duties and Responsibilities:**

* To develop and promote the independence of the person being supported.
* To supervise and support with day-to-day tasks and personal care as needed, in a respectful, positive and person-centred way.
* To maintain the safety of people with learning disabilities at home and in the community.
* To promote the health and wellbeing of people with disabilities.
* To develop good working relationships with other professional agencies, carers and family members.
* To develop and promote the inclusion of people with disabilities.
* Undertake any necessary training, and work within the charity’s policies and procedures.
* To maintain records of support delivered and discuss any issues or concerns with managers.
* To work with the ethos and values of the charity.
* Undertake any other reasonable duties as required.

**What hours would I work?**

Shifts vary between services, between daytime hours, long days, and shifts including a paid sleep-in.

Contracts can be part-time, Full-time or Relief (Bank).

**Benefits of working with Natural Ability:**

* Competitive pay rates
* Mileage allowance and subsistence expenses
* Option to work additional hours.
* Fully paid induction including training and practical shadow shifts.
* Support with personal development and access to further training.
* Access to Employee Assistance Scheme (EAP) offering a range of advice and counselling.
* Blue Light Discount card - for reductions from a range of high street and online retailers.
* Employer contribution pension scheme.
* 24 hours’ management and on-call support.

**Role Requirements:**

* Good timekeeping and organisational skills.
* Experience of supporting vulnerable adults preferred.
* No specific qualification requirements. Those without Care qualifications will be enrolled on ‘The Care Certificate’.
* All positions offered are subject to safer recruitment checks.
* Drivers/access to vehicle preferable but not essential.
* Willingness to work flexibly in line with the support needs of our service users
* Some weekend working and overnight care required.

***Natural Ability is committed to safeguarding vulnerable adults and all successful applicants will need to agree to a DBS check at the Enhanced level.***

To apply, please forward a copy of your CV to: **recruitment@naturalability.org**

For further information about the role, please contact the office on: **01434 618149**

Or visit our webpage: [www.naturalability.org](http://www.naturalability.org)