



## Job Description

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| <b>Role</b>             | Independent Supported Living (ISL) Worker – Relief Team           |
| <b>Terms</b>            | Relief hours  |
| <b>Responsible to:</b>  | ISL Manager   |
| <b>Responsible for:</b> | 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**

|  | <b>Essential</b>  | <b>Desirable</b>   |
|--|---|--|
| <b>Skills, Knowledge, qualifications</b> | <p>Excellent communication skills.</p> <p>Understanding of the needs of vulnerable people.</p> <p>Ability to travel to meet the requirements of the post.</p> <p>Basic IT skills.</p> | <p>Level 3 NVQ / other qualification in related discipline.</p> <p>Knowledge of issues around Safeguarding vulnerable adults.</p> <p>Knowledge of DoLS and mental capacity assessment.</p> <p>Current UK driving licence and business insurance.</p> |
| <b>Experience</b>                        | <p>Supporting people with complex needs.</p> <p>Positively managing challenging behaviour.</p>  | <p>Experience of working with and for people with learning disabilities.</p> <p>Providing support for vulnerable people in</p>   |

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|---------------------------|---|--|
|                           | <p>Delivering personal care.</p> <p>Experience in record keeping and evaluation.</p>  | <p>their own home.</p> <p>Working with complex mental and physical health needs.</p> |
| <b>Personal qualities</b> | <p>Commitment to the ethos of Natural Ability.</p> <p>Commitment to excellent care for disabled people.</p> <p>Commitment to the participation and empowerment of people with disabilities.</p> <p>Conscientious and motivated.</p> <p>Sensitivity and empathy.</p> <p>Positive and buoyant approach.</p> | <p>Comfortable in social situations.</p> <p>Enjoy being physically active.</p>       |

***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.***