

## Job Description



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| <b>Role</b>             | Independent Supported Living (ISL) Worker                         |
| <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.
- Carry out house co-ordinator duties which involves carrying out administration duties, record keeping and audits to ensure compliance with policies and 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>Delivering personal care.</p>   | <p>Experience of working with and for people with learning disabilities.</p>   |

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

***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.***