

<b>Main Purpose:</b>	You will be responsible for supporting a skilled and knowledgeable support team, providing care and support to people with learning difficulties living in their own home in line with our values of being person-centred, positive and inclusive.
<b>Location:</b>	Throughout Allerdale and Copeland
<b>Responsible To:</b>	Operations Manager
<b>Salary:</b>	Up to £37,490 plus benefits
<b>Hours:</b>	Full time
<b>Our Vision</b>	<b>What we're working towards:</b> Our vision is for children, young people and adults with learning and other disabilities in Cumbria to live a fulfilling life, in the way they want and with the support they choose.
<b>Our Mission</b>	<b>How we will achieve our vision:</b> Offering high-quality care and support to people which is centred around individual needs, offers choice, and promotes independence;  Creating opportunities that people want through offering a diverse range of services which enable people to develop, achieve and reach their potential;  Employing good quality, suitable staff that we value and support because we recognise that a happy workforce does the best job;  Working with other organisations and our communities to promote understanding, equality of opportunity, and inclusion.
<b>Our Values</b>	<b>How we will behave:</b> Person-Centred Inclusive Positive

## **Support Worker Main Duties**

## The role

We are looking for an experienced candidate with Health and Social Care and Management experience to join our team.

You will be responsible for supporting a skilled and knowledgeable support team, providing care and support to people with learning difficulties living in their own home in line with our values of being person-centred, positive and inclusive.

This exciting new service will provide bespoke and tailored supported living accommodation for four people with learning difficulties and associated behavioural challenges.

This provision of individualised self-contained apartments will provide capable environments to meet a range of complex care and support needs. The service will be developed for all individuals with multi-disciplinary engagement to ensure the principles of PBS in terms of; quality of life improvement, behavioural reduction, skill-building, promoting independence and empowerment, which are the core of care and support arrangements.

The candidate will be required to coach, mentor and motivate staff to create a culture where everyone can achieve their best. The successful candidate must have excellent communication skills and encourage people to be innovative, share ideas, support decision making and promote empowerment. You will be required to work various shift patterns including weekend working and will have dedicated off rota time for management administration.

The role will involve working across services and offering support for staff teams and services going through difficult periods.

This is a fantastic opportunity for someone to contribute in shaping the lives of the people we support.

## Main Duties

- Staff supervision and promoting personal and professional development
- Leading teams through effective mentoring, coaching and training
- Support staff teams to work cohesively to help individuals achieve their potential and aspirations
- Developing and implementing care and support plans
- Promoting active support whilst working in line with the values, theory and processes of Positive Behaviour Support (PBS)
- Directly observing and assessing staff competency
- Working in line with legislative and contractual requirements
- Adherence to policies & procedures
- Supporting and promoting the “Transforming West House” programme
- HR processes including performance management
- On-call support, advice, guidance and assistance
- Meetings with families and multi-disciplinary working
- You will also be required to take part in the organisational ‘Out of Hours’ on call rota system

## What we're looking for

We are looking for a Manager with the following skills, qualifications and experience:

- An NVQ or QCF Qualification in Management (Health and Social Care) Level 4-5
- Previous experience working as a manager in a care setting environment is desirable but not essential
- A committed and organised approach
- We require an excellent communicator with experience in leading and motivating staff members
- A good understanding of Regulatory Compliance and the ability to demonstrate delivery of a quality service to improve the customer journey
- A training background in PBS, Team Teach would be desirable but not essential as full training can be provided

## Some of our benefits

1. Increased annual leave after 5 years service
2. Funded qualifications
3. Free Employee Assistance Programme including confidential counselling services
4. Discounted high street shopping schemes
5. Bike to Work Scheme
6. Discounted gym membership
7. Credit Union
8. Recruitment referral scheme
9. £50 sleepover rate
10. £30 on call rate

If you would like to use your care experience and people skills in an organisation that provides the best quality care you would expect for your loved ones, then West House is a rewarding place to be.

## How to apply

If you would like to find out more about this role, please telephone Alan Scott, Senior Operational Manager for an informal chat on 07912 733584.

Please apply directly on our website: [www.westhouse.org.uk/careers](http://www.westhouse.org.uk/careers)