

job description

You will be responsible for the support of children, young people and adults with behavioral issues, disabilities and additional needs who can display challenging behaviors, working with various hard to engage service groups from various backgrounds. Delivering with a person-centered approach, looking at the holistic development of individuals whilst providing an inspiring experience that engages all.

The Life Skills and Independence Support Worker will also be accountable for implementing (with support) quality sessions ensuring good order and discipline in accordance with Active Tameside policies. For example, working with care plans set out to everyone to provide the best quality of care and support.

role profile

Role Title:	Life Skills and Independence Support Worker
Grade:	D
Date:	October 2021
Responsible to:	Service Development Manager

Accountabilities:

1. Contribute towards achieving a positive culture in delivering our dynamic and life enhancing strategy and outcomes. Build positive and effective relationships with customers, colleagues, partners and key stakeholders.
2. Co-operate with the employer on all issues relating to health, safety and welfare to guarantee the safety of service users, especially those with specific needs. Health and safety requirements to be met and observed by all members of staff and visitors.
3. Supervise and support the children, young person and adults with personal needs, and implement related personal programmes, including social, health, physical, hygiene, first aid and welfare matters.
4. Encourage children, young person and adults act as independently as appropriate and encourage all to interact with others and engage in activities.
5. Be aware of children, young person and adults' personal journeys, progress and achievements. Report to the service lead as agreed including record keeping of individuals.
6. Participate in training and other learning activities and performance development as required.
7. Be a flexible and proactive team member who inspires improvements and developments in people, performance and processes. To inspire a "best in class" approach in representing our brand internally and externally.
8. Live and breathe the vision and values of Active Tameside in a customer focused way to drive us to be the best that we can be. To lead by example and to be an active role model in delivering our policies and procedures.

Requirements:

Our recruitment process will include you demonstrating these requirements from your application form, interview and/or assessment(s):

Knowledge

NWQ Level 2 in Health & Social Care/Teaching Assistant or wanting to achieve this

Basic knowledge of Policies including Child Protection/Safeguarding and Behaviour Policy

Experience of supporting children, young people or adults in other settings e.g. mainstream, outdoor Education, care homes

Able to communicate effectively with children/adults, other staff, parents and carers

Skills

Be compassionate and caring nature

Possess good communication skills

Can work under the direction of others to support individuals or groups

Competent physical intervention practitioner (or willing to undertake training) including additional statutory training to meet the needs of the service

Can use initiative when supporting individuals within activities during sessions

Experience

Experience of supporting individuals and groups of children and/or young people in a school or community setting

Experience of using ICT to support learning

Experience of transporting children using own vehicle or company transport

Experience of being compliant with health and safety guidelines

Experience of working within a diverse workforce

Essential Criteria – in bold *Desirable Criteria – in italics*

**our employee
lifecycle**



Hire me

Provide a job role that enables me to utilise my unique talents ensuring individuals are fit for purpose and success.

Develop me

I am supported by managers that will help me develop as an individual to be the best I can be.

Manage my performance

Provide an environment that promotes continuous learning and development. Managers and employees are clear on their mutual expectations and managers provide helpful and constructive feedback.

Engage and motivate me

I am able to participate in decisions that affect me and my team. And concerns I have are dealt with urgently with any issues dealt with sensitively and with emotional intelligence.

Thank me

My time and extra effort are recognised and appropriately rewarded. Leaders and managers show respect for my time.

Wish me farewell

My feedback is appreciated and may enable continued improvements in the workplace for others.