

## committed to helping everyone live their best life

It's quite simple. As part of the Active Tameside team, while you're helping others to live their best life, we'll be helping you to live your best life too.

As an awarding winning and compassionate Charitable Trust we have your health, wellbeing and happiness at heart, offering excellent training, development and career progression, a host of benefits including a local government pension scheme and free Active Premier membership with access to all 7 of our facilities. Membership includes gym, classes, general swim, spa and exclusive Les Mills virtual classes on our app - all worth £34.99 per month.

**Help us make a difference. Be part of something special.**

## Life Skills & Independence Support Worker

|                        |                                                                                                     |
|------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Salary:</b>         | £23,524.45 p.a. under 21 pro-rata for part-time,<br>£25,417.22 p.a. age 21+ pro-rata for part time, |
| <b>Location:</b>       | Everybody Can – across various Active Tameside venues                                               |
| <b>Working hours:</b>  | 19 hours                                                                                            |
| <b>Contract type:</b>  | Fixed Term – until 29 <sup>th</sup> August 2026                                                     |
| <b>Closing date:</b>   | 3 <sup>rd</sup> October 2025                                                                        |
| <b>Interview date:</b> | 9 <sup>th</sup> October 2025                                                                        |
| <b>Job Reference:</b>  | AT78                                                                                                |

## how to apply

To apply for this position please fill out the form online or alternatively complete an application form and return it to **HR@activetameside.com** or Human Resources, Active Tameside, Active Ken Ward, Hattersley Road East, Hattersley, Hyde, SK14 3NL.

Application forms can be found on **www.activetameside.com/job-vacancies** or email **HR@activetameside.com**. For help or advice in completing the application form please contact Human Resources on 0161 366 4814.



## here for Tameside, not for profit.

Active Tameside is a registered charity which means 100% of our profits go back into ensuring the best possible facilities and services for the Tameside community.

Find out more at [activetameside.com/charity](https://www.activetameside.com/charity)



[activetameside.com](https://www.activetameside.com)

## 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

|                        |                                              |
|------------------------|----------------------------------------------|
| <b>Role Title:</b>     | Life Skills and Independence Support Workers |
| <b>Grade:</b>          | D                                            |
| <b>Date:</b>           | November 2023                                |
| <b>Responsible to:</b> | Service Development Manager                  |

## rotas:

*Training hours included – either online or face to face dependent upon course content. Face to face training takes place on the last Tuesday of the month 3:30 – 6:30 – management will explain in more detail how this works in practice.*

|                  | <b>Rota Hours</b> | <b>No. Hours</b> |
|------------------|-------------------|------------------|
| <b>Monday</b>    |                   |                  |
| <b>Tuesday</b>   | 4.30 – 7.30       | 3                |
| <b>Wednesday</b> | 9.00 – 3.00       | 6                |
| <b>Thursday</b>  | 4.30 – 7.30       | 3                |
| <b>Friday</b>    |                   |                  |
| <b>Saturday</b>  | 9.30 – 3.00       | 5.5              |
| <b>Sunday</b>    |                   |                  |
|                  | <b>TOTAL</b>      | <b>19</b>        |

**Training & Reporting hours = 1.5 per week**

**Please note the above rotas are subject to change. Evenings & weekends included.**

### **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.