

Welcome to The Benjamin Foundation



The Benjamin Foundation



Thank you for your interest in joining The Benjamin Foundation staff team

If you have any questions regarding this vacancy, please contact
our HR Department by email at
recruitment@benjaminfoundation.co.uk or on 07881 012553.



About us

For over 25 years' children, young people and families across Norfolk and Suffolk have been supported by The Benjamin Foundation to overcome big challenges in their lives.

Each night we accommodate 100 vulnerable young people, equating to over 40,000 safe nights sleep a year for local young people. They can finally feel safe from youth homelessness. We are proud to be the regional partner for the End Youth Homelessness campaign.

Each week 150 young people access our emotional wellbeing support. In the last year this equates to 7,500 emotional wellbeing support sessions improving their mental health, increasing their self-esteem and to finally feel understood.

Each year over 250 young people attended our youth work in the community to gain new life skills, expand their horizons and finally feel confident

Overall 2,000 local children and young people every year finally feel hopeful of a better future because of the work of The Benjamin Foundation.

The Benjamin Foundation are deeply connected to the local community, employing over 220 people in Norfolk and Suffolk

For more information about The Benjamin Foundation visit www.benjaminfoundation.co.uk



“The smiles and laughs are fantastic”

Support Worker (Supported Living) – Swaffham

**£11 per hour
(Sleep-ins paid at £65 per night)**

**Full time (35 hours), Part time (from 17.5 hours) and variable hours (1+ hours) contracts available.
Includes some weekends, evenings, night working and on call responsibilities on a rota basis.**

“No day is ever the same”

We are looking for enthusiastic, passionate and dedicated Support Workers to join our Supported Living team in Swaffham. These important roles will support young adults with a learning disability to thrive.

Four young adults live at the central Swaffham location and the team provide support in their home. Support, in place 24/7, will ensure residents are safe and well, and are developing independent living skills. Young adults are supported to access the community, socialise/ maintain good relationships with others, develop new skills, new hobbies and independence.

Our goal is that not only will all residents be able to develop the skills required to live a more independent life and be able to meet the next steps in their life confidently, but you will also flourish and grow in skills and in your role.

You may be an experienced Support Worker looking for a fresh challenge or somebody taking your first steps in building a career in social care. Level 3 training available.

“A lovely team of people with some great characters”

What we can offer you

- Sleep in Allowance
- On Call Allowance
- Enhanced Holiday
- Generous Pension
- 24/7 Access to Employee Assistance Programme
- Occupational Health Support
- Cycle to Work Scheme
- Mental Health & Wellbeing Support
- Enhanced Company Sick Pay Scheme
- Flexible Working [where role allows]
- CPD Training

The Benjamin Foundation embeds the Nurtured Heart Approach[®] which creates strong and improved relationships by focusing on positive behaviour rather than energising negativity, providing clear rules and consequences, creating an environment in which people thrive.

We are proud to be an equal opportunities employer and we pride ourselves on being an employer of choice. We champion diversity, inclusion and wellbeing and aim to create a workplace where everyone feels valued and a sense of belonging. We are committed to encouraging equality, diversity and inclusion among our workforce and recruitment and eliminating unlawful discrimination.

The Benjamin Foundation embraces diversity and promotes equal opportunities. We are committed to providing everyone with the opportunity to demonstrate their skills, talent and abilities, by making adjustments throughout all elements of the recruitment process and in the workplace.

If you need to request reasonable adjustments to the recruitment process and/or need additional help completing the application form, please contact recruitment@benajminfoundation.co.uk

Right to work

All applicants must provide their right to work documentation at interview stage, such as a valid passport which will be verified to check your eligibility to work and live in the UK.

DBS

The Benjamin Foundation is committed to safeguarding and promoting the welfare of young people. An enhanced Disclosure and barring service (DBS) check will be required for successful applicants payable by the Charity

Advert Closure

We consider applications as we receive them and reserve the right to close adverts early (for example, where we have received an unprecedented high volume of applications).

If you do not hear from us within 72 hours, please assume that your application has been unsuccessful on this occasion.

Recruitment Agencies

We have a Preferred Supplier List of trusted partners to assist us when required and do not acknowledge. Recruitment Adverts

Support Worker

Job description

Job title:	Support Worker
Employer:	The Benjamin Foundation
Location:	Swaffham
Contract:	Permanent, part time
Salary:	Point 18 plus on call.
Hours of work:	Full time – 35 hours per week Part time – from 17.5 hours per week Variable hours (Sleep-ins paid in addition to contracted hours)
Department:	Children & Young People
Reporting to:	Supported Living Manager

Job purpose

1. To support and care for young adults with a learning disability aged 18-30 in their home
2. To work as a team to provide staff cover at the Swaffham location 24/7 all year round
3. To support residents 1:1 or in groups as required
4. Offer appropriate personal care as required
5. Meet all CQC requirements
6. To support the future development and sustainability of the Supported Living Service

Main duties

General

1. To ensure the Supported Living service meets the care and support needs of the residents
2. To work as a team to ensure the setting is a safe and healthy environment for residents and staff
3. To support a programme of activities that will help develop independent living skills in the resident young adults
4. To work to support agreed quality standards
5. To participate in regular personal review meetings, supervisions and appraisals as agreed with the service Manager
6. To contribute to team meetings as appropriate
7. Participate in the induction of all new residents, staff and/or volunteers

Service Delivery

1. Be empathetic and responsive to the needs of young adults and their families
2. Maintain confidentiality
3. To work with young people to help them achieve the aims set in their care plans including but not exclusively; emotional regulation, personal financial management, social skills and activities, relationships, health and well-being
4. To ensure the service is an inclusive, friendly and kind place for all who live there
5. Recognise and use appropriate professional boundaries across the setting

6. To understand and recognise triggers causing heightened behaviour and use tactics to manage this safely and compassionately
7. To ensure that good quality records are maintained as required
8. To understand and work within all relevant CQC regulations

Development

1. To ensure that the service provided by The Benjamin Foundation is developed by a commitment to continual improvement and quality assurance
2. Ensure CQC requirements are met across the service
3. To undertake personal development and attend any relevant training – including working towards a Level 3 in Health and Social Care (or equivalent) if required

Internal Processes and Systems

1. Ensuring all policies, regulations and standards of operation are complied with
2. To work with the Manager to ensure high standards of health and safety are maintained and appropriate risk assessments are undertaken

Other

1. To maintain key relationships to high standards at all times
2. To attend and report to relevant meetings both within and beyond The Benjamin Foundation
3. To undertake such other duties as may be delegated or assigned commensurate with the level of grading and role of the post
4. To develop a positive and supportive relationship with the staff team

The Benjamin Foundation fully embeds the Nurtured Heart Approach in all that it does and staff will adopt this approach as part of their practice.

The Benjamin Foundation reserves the right to alter the content of this job description following consultation, to reflect changes to the job or services provided without altering the general character or level of responsibility.

This post is subject to a full and satisfactory DBS disclosure.

Name of Job Holder:

Signed Job Holder:

Date:

Name of Line Manager:

Signed Line Manager:

Date:

Support Worker Person Specification

Criteria	Details	Essential	Desirable	Assessed
Qualifications	Level 3 qualification or willingness to work towards one	E		Certificate Application
Experience	Experience of working in a similar service (Supported Living, Learning Disabilities)		D	Application References
	Experience of working young adults living with a Learning Disability and/or Autism which may impact on behaviour	E		Application Interview References
Knowledge & Skills	A good working knowledge of the needs of young people with a learning disability	E		Application Interview References
	An understanding of the needs of a managed supported living provision		D	Interview
Personal Qualities	Hard working, flexible & able to demonstrate common sense	E		Interview Reference
<i>Positive</i>	The personality & ability to relate to young people	E		Interview Reference
<i>Quality</i>	A determination to provide a high quality of service	E		Interview Reference
<i>Supportive</i>	A supportive team member who is able to relate to other members of the team	E		Interview References
<i>Attuned to others</i>	Able to effectively support young adults with a range of complex needs	E		Interview
<i>Sensitive</i>	Willing to talk to residents about the wide-ranging issues that may be concerning them	E		Interview
<i>Level Headed</i>	The ability to work under pressure and remain calm in stressful situations	E		Interview
<i>Broad minded</i>	Not easily shocked and able to support young adults in making a range of life choices	E		Interview
<i>Responsive</i>	Ability to respond quickly and with flexibility to the needs and priorities of individuals	E		Interview Reference
<i>Honest</i>	Honest and Fair	E		Interview
<i>Safety</i>	The ability to work to ensure the safety of staff, volunteers & service users	E		Interview References
<i>Communication</i>	An ability to communicate clearly & effectively via email, telephone & face to face	E		Interview

<i>Independent</i>	An ability to think independently & work without constant supervision & micro management	E		Interview References
	Able to confidently make decisions regarding day to day matters & be accountable for these decisions	E		Interview
<i>Nurturing</i>	Commitment to using the Nurtured Heart Approach [®] and ensuring other use it	E		Application Interview
Additional	The willingness to contribute to the wider Benjamin Foundation success story	E		Interview
	An interest in the long-term development of the service working within detailed work plans & objectives	E		Interview
	Commitment to equality and diversity policy of The Benjamin Foundation	E		Interview
	A clean Driving Licence and access to a suitably maintained and insured vehicle		D	Application Copy of DL & insurance certificate
	A willingness to undertake training appropriate to the post	E		Interview