

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



Support Worker (Supported Living) – Kings Lynn

Full Time 35 hours per week over 2 shifts

£20,020.00 per annum, £11 per hour

Plus: Sleep in (£65 per shift) plus on call (£24.50 per month)

Part Time 17.5 hours per week over 1 shift

£10,010.00 per annum, £11 per hour

Plus: Sleep in (£65 per shift) plus on call (£24.50 per month)

Company Pension with 6% employer contribution, employee assistance package, generous annual leave, discretionary company sick pay and more!

The role includes lone working, evenings, weekends, on call and sleep in responsibilities on a rota basis.

Are you looking for an exciting new challenge to work within a charity that provides support to young people?

Butterfly House is a CQC registered accommodation setting for vulnerable young adults aged between 18 and 25 years old, including those with mental health and behavioural difficulties.

Our staff team offer outreach support in a young person's home or at Butterfly House. Support packages are tailored to meet the needs of our residents and include supporting them with tenancies, applying for appropriate benefits, ensuring they feel safe, accessing education, training or employment opportunities and to support them with other aspects of their life, such as developing and maintaining important life skills.

We support residents to access the community, socialise/maintain good relationships, develop new skills, hobbies and independence. Our goal is that all residents are able to develop the skills and independence required to live a more independent and confident life.

The Benjamin Foundation is committed to safeguarding and promoting the welfare of young people. An enhanced DBS check will be required for successful applicants. 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.

To apply, visit <http://benjaminfoundation.co.uk/vacancies>
OR email recruitment@benjaminfoundation.co.uk

Supported Living - Support Worker

Job description

Job title:	Support Worker
Employer:	The Benjamin Foundation
Location:	Butterfly House
Contract:	Permanent, Part time
Salary:	Point 18. Sleep in and on call allowances are paid in addition
Hours of work:	To be worked flexibly
Department:	Supported Living
Reporting to:	Supported Living Registered Manager

Job purpose

1. To support young people managing a mental health concern in a supported living setting.
2. To work as a team and individually to provide support to service users at the Butterfly House Supported Living Service
3. Provide 1:1 and group support as required
4. To offer personal care as required on an individual basis by service users
5. Meet CQC requirements and regulations at all times.
6. To support the future development and sustainability of the Butterfly Supported Living service

Main duties

General

1. To ensure Butterfly House meets the supported living needs of service users
2. To work in partnership with relevant landlord, which ensures Butterfly House is a safe and healthy environment for service users and staff
3. To support a programme of activities that will help develop independent living skills and support mental well-being for service users
4. To provide support and care in-line with CQC standards- CARE, RESPONSIVE, EFFECTIVE, CARING, WELL-LED.
5. To participate in regular supervisions and appraisals as agreed with the Registered Manager
6. To contribute to team meetings as appropriate
7. To undertake all necessary and relevant training in-line with CQC and The Benjamin Foundation requirements
8. Support the induction of all new residents, staff and/or volunteers

General- expected areas of support provided:

- a. Daily living skills (to include for example - meal planning and preparation, support with shopping and cooking, developing healthy eating plans, housekeeping).
- b. To provide personal care as required by individual residents
- c. To actively promote equality, diversity and inclusive access to effective care and treatment,

which includes developing awareness and knowledge of health care and healthy Lifestyle. (physical, social, psychological and emotional wellbeing)

- d. Financial awareness to include tenancy, budgeting.
- e. Tenancy management\ sustainment and Housing Related Support, current and future.
- f. Support and encouragement to young people to access work skills and training opportunities, via education and employment and volunteering and day opportunities.
- g. Support and guide understanding of responsibilities within the community, safeguarding whilst promoting positive risk taking.
- h. Managing and reducing behaviours which may compromise the community and the Service User incorporating the Nurtured Heart and Positive Behaviour Support approaches.
- i. Personal safety within their own home and within the community
- j. Accessing the services in the community i.e. places of worship, shops, banks, cinema, library existing groups and community leisure centres, clubs and places of interest.
- k. Supporting service users with the use of technology e.g. Mobile phones, apps, IT as appropriate.

Service Delivery

1. Be empathetic and responsive to the needs of service users, their families and external agencies.
2. Maintain confidentiality with regards to service users and their families when necessary
3. To work with service users to help them achieve the aims set in their support plans including but not exclusively; help with benefits, personal financial management, social skills and activities, relationships, mental health and well-being
4. Provide personal care to a high standard where this is required
5. Understand and apply high standards of adult safeguarding and Mental Health Capacity Act considerations
6. To ensure Butterfly House is an inclusive, friendly and kind place for all who live and work there
7. Recognise and use appropriate professional boundaries across the setting
8. To ensure that good quality records are maintained as required
9. 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

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:

Supported Living Support Worker Person Specification

Criteria	Details	Essential	Desirable	Assessed
Qualifications	Health and Social Care <u>and/or</u> Mental Health qualification at L2 or above	E		Certificate Application
Experience	Experience of working in a Supported Living service or similar		D	Application References
	Experience of working with vulnerable young adults including those with mental health conditions which may impact on behaviour	E		Application Interview References
Knowledge & Skills	A good working knowledge of the needs of young people with mental health concerns	E		Application Interview References
	An understanding of the needs of a managed supported living provision	E		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
	A sense of humour	E		Interview