



## Peregrine Group Co-Worker

### Job Description and Person Specification

#### General Introduction

Tiphereth is a Camphill Community. In living, working and growing together the community provides residential care homes, supported living tenancies and day support services for adults with learning disabilities and autism. We operate a range of social enterprises which support our community. For more information on the community please visit our web site at [www.tiphereth.org.uk](http://www.tiphereth.org.uk)

We are a small semi-rural Camphill Community and have been based on the outskirts of Edinburgh at the foot of the Pentland Hills for over 25 years. Together we make up a community of about 150 people.

#### Ethos of the Organisation

As a Camphill Community, Tiphereth offers adults with learning disabilities the opportunity of living and working together to realise their potential. Our life and work are based on Rudolf Steiner principles of Anthroposophy and Social Therapy. This work is influenced by the traditions inherited from the founder of the Camphill Movement, Karl König, and developed in a 160 Camphill's worldwide. We also use Social Pedagogy, a relationship-based approach which focuses on wellbeing, learning and growth which is underpinned by the idea that each person has inherent potential and capacities and can make a meaningful contribution to their wider community if we find ways of including them. Through working with these principles Tiphereth aims to meet the physical, emotional, and spiritual needs of the individuals in our care and within our workforce. Tiphereth strives to create situations where each person has the opportunity to participate in meaningful work, believing that work is the primary vehicle for personal growth and development.

Our holistic vision is to integrate the spiritual nature of Camphill with the requirements of delivering an outstanding care service and social enterprise. We believe we can remain true to our founding principles, whilst building a vibrant, creative, and inclusive community where people of all abilities are equally valued, encouraged to grow and make a positive contribution.

## Job Purpose

The Peregrine Group's therapeutic approach is providing meaningful outdoor work opportunities which are of direct benefit to the Tiphereth and wider community. One group stays at Tiphereth each day to tend to our Estate and one group goes out and about to our partner organisations to do community gardening and conservation work. Partner organisations include the Cyrenians and Linburn Walled Garden, The Water of Leith Conservation Trust, Jock Tamson's Gairden and Duddingston Community Land.

The Co-Worker's role is to provide support and motivation to members to participate in activities, to develop skills and achieve their personal aims.

## Key Tasks

- To personally uphold Tiphereth's mission and vision statement, and Camphill values which underpin the aims and objectives.
- To build relationships with people using a person-centred approach founded on dignity and respect for individuality, and that enables choice and control
- To provide small group support, and one-to-one support using a range of approaches that enable participation
- To work positively with any behaviours of concern that may challenge.
- Administer medication if required including emergency epilepsy medication subject to receiving the necessary training.
- To provide personal care when required.
- To support people to participate as fully as possible in tasks and activities that interest and engage them, developing skills and a sense of purpose and value
- To keywork some people taking a lead role in ensuring outcomes, support plans and risk assessments are reviewed at least every 6 months.
- To build good relationships with families, carers and other relevant professionals
- To plan, organise and lead on some group and individual activities
- Support members to work towards the aims of the workshop or group and be involved in the planning and production of quality goods and services
- Contribute to the development of the workshop through team discussions
- Assist in the setting up and maintenance of equipment and tools
- To work as a positive and constructive member of a team contributing to professional discussions and a positive team working environment
- To share in daily cleaning tasks and maintain safe and aesthetically pleasing working/living environments
- To support and participate in Camphill cultural and community activities
- To work safely and professionally according to organisational policies and procedures including Health and Safety
- Liaise with families, carers and other professionals as required.

- To take personal responsibility for professional development in line with SSSC requirements (when it is introduced) including; registering with the SSSC; achieving a minimum of SVQ2 in Health and Social Care; and doing post registration training and learning

### Training and Supervision

There is an initial period of induction for the new Co-Worker and the post is subject to a 6-month probationary period. Support and appropriate further training or refresher courses and professional development will be agreed with the Day Service Manager.

The Co-Worker will be provided with support and supervision sessions with the Team Leader, where feedback is gained, personal development is discussed, issues of concern or those needing clarification can be raised, and where practices can be reflected on.

### Terms and Conditions

Tiphereth is committed to the Scottish Government's Safer Recruitment Policy (November 2016). Tiphereth is required to carry out checks on your employment references.

This is a full-time post of 37.5 hours per week and the hours of work are Mon/Thurs 08.55-17.00 and Tues/Weds/Fri 08.55-16.00. There is time within these hours allocated to supporting the annual Tiphereth Summer Fair on the third Saturday in June.

The annual salary is £20,637.58 rising to £22,232.53 over a 6-year period. The starting salary is in line with the Scottish Living Wage and is reviewed annually in April.

Tiphereth operates an auto-enrolment Pension Scheme, which you are required to join or provide an alternative Scheme. Tiphereth contributes a sum equivalent to 5% of annual gross salary on behalf of the employee and the employee makes 4% contribution to the Scheme. Together these contributions provide a pension of 9% per annum.

You will be entitled to 36 days paid holiday per annum. 31 days of this holiday is fixed when the Day Service is closed and includes Christmas, New Year and Easter; 5 days are flexible. After your third-year your holiday allowance will increase by 1 day every 2 years to a maximum of 40 days annual leave. The leave year is 1 April to 31 March. Flexible annual leave will be requested through your Team Leader and there is a limit to the number of staff on annual leave at the same time.

The probationary period is the first 6 months. This post has a notice period of 4 weeks.

## Application Process

Applications should be made on the application form available from the website [www.tiphereth.org.uk](http://www.tiphereth.org.uk). CVs will not be accepted. Closing date for applications to be received no later than: **Sunday 5<sup>th</sup> June 2022**. Shortlisting will be on the basis of how well candidates match the person specification, so please ensure you refer to the person specification as fully as possible. Incomplete applications will not be considered.

Interviews will be held on **Wednesday 8<sup>th</sup> June 2022**.