

COLUMCILLE CENTRE – 1-1 SUPPORT WORKER (Female)

Fixed term for 12 months from 1st September 2022 to 31st August 2023.

Introduction

Columcille is a nurturing and creative day support environment based in Morningside, Edinburgh, which offers a wide range of activities for adults with learning disabilities, autism and mental health needs. Activities include gardening, cooking, crafts, drama, music, dancing, and joinery. Our guiding philosophy, which is to address the needs of the whole person by providing opportunities for creativity and active participation, is based on Social Therapy principles as developed out of the work of Rudolf Steiner, and the anthroposophical understanding of the human being.

Job Description

Purpose of Role

To provide 1-1 and small group support to individuals with complex needs to enable each person to participate in meaningful activities and a healthy social environment. Through this support we aim to build on individual's strengths, and nurture and develop the creativity, capacity, and full potential of each person.

Key Responsibilities

Support work

- To build, maintain and develop professional relationships with adults with learning disabilities, some of whom also have mental health needs.
- To work according to individual's Personal Plan and contribute to the learning and understanding about the needs, strengths, and preferences of individuals.
- To plan and initiate activities and help create a stimulating social environment.
- To provide 1-1 support including personal care, assistance with meals, mobility, medication including administration of emergency midazolam for epilepsy.
- To provide group support in dance, drama, and music workshops.
- To support individuals in the community to access community facilities.
- To uphold the dignity and needs of the service users at all times.

Communication and teamwork

- Actively contribute to positive and effective team working
- Help maintain a healthy social environment that is central to the Centre's ethos.
- To act as Keyworker to several individuals
- Adhere to Columcille's policies and procedures including health and safety.
- Liaise with all relevant staff and other relevant parties involved with the person.
- Maintain and update accurate records required by the Registered Manager.
- Provide formal input to care reviews including written reports as required.
- Participate in a weekly team meeting.
- Support and maintain an orderly and clean environment in the Centre each day.

Learning and Professional Development

- Attend induction training and any further training opportunities available and applicable to the role, including SVQ training when required for day services.
- Work in accordance with National Care Standards and SSSC Codes of Practice.
- Maintain professional confidentiality and boundaries
- Demonstrate personal responsibility for own learning
- Use supervision with line manager positively for reflection and development
- Contribute to your personal appraisal

Person Specification

Provide evidence of each point in the person specification in your application form.

Experience required

- Applicants must have experience in supporting adults with learning disabilities and/or mental health needs.
- It is an advantage to have experience of working with the principles of Rudolf Steiner and social therapy. Motivation and appreciation of this aspect is essential.
- Applicants must be able to demonstrate the capacity to work on their own initiative.
- Creative skills are an advantage. An interest in drama is helpful but not essential.

Personal Qualities and Skills required for 1-1 support work

- Attentive, alert and focused on the needs of the people supported.
- Objectivity in observing people, particularly those who communicate non-verbally.
- Interest in people and appreciation of the uniqueness of each person
- Reflective practitioner
- Self-motivated and strong work ethic
- Patience and empathy
- Understanding of the role of a professional social care worker
- To have the physical strength to support a person who uses a wheelchair

Values

- Motivated to work out of social therapy principles <https://inclusivesocial.org/wp-content/uploads/2018/11/2018-Englisch-rev.pdf>
- A person-centred approach.

Main Terms and Conditions

- 1) This post is fixed term for 12 months from 01.09.22 to 31.08.23
- 2) Working hours are 35.5 per week, Monday to Friday 0900-1600 (1630 on Wed)
- 3) Salary is £19,448, for 35.5 hours. This is £10.53 per hour.
- 4) Annual Leave entitlement 7 weeks. Some leave is fixed when the Centre is closed.
- 5) All staff take turns in covering the lunch and tea break rota.
- 6) The post holder is line managed and supervised by the Manager of Columcille.
- 7) This post is considered Regulated Work with Vulnerable Protected Adults, under the Protection of Vulnerable Groups (Scotland) Act 2007. Preferred candidates will be required to join the PVG Scheme or undergo a PVG Scheme update check.