Alderwood

Living & Learning with Autism
Office 1, South Lodge Farm
100 Wellingborough Road
Ecton
Northamptonshire NN6 0QR
Tel: 01604 811838 Fax: 01604 811878
email: info@alderwoodlla.co.uk

Alderwood LLA predominately specialises in providing specialised care and support for individuals with a diagnosis of Autism, behaviour difficulties that challenge and are most often considered to have complex needs.

Scope

Job Title: Care Learning Support
Reports to: Shift Leader Level 1, Shift Leader Level 2, Assistant Manager and Manager
Location: Allocated Alderwood LLA Home
Department: Support Team

Overall Purpose: To be part of a team of carers supporting up to six people with a diagnosis of severe and complex Autistic disorders and behaviour that challenges. To be involved in the delivery of agreed care, learning and behaviour plans and to lead and support in a wide range of activities designed to enhance the lives of the people we support. These activities can include Adult Development Programmes, steps towards achieving personalised goals, leisure activities, trips out into the community and holistic activities.

To be resilient, patient and empathetic. Alderwood specialises in working with very complex Autism and challenging behaviour that may be considered complicated and/or extreme. Colleagues are trained in proactive, preventative measures to create a personalised environment to minimise the risk of challenging behaviour, promote consistency and partnership working with colleagues to support those that we support.

Key Responsibilities

- Support and ensure the positive welfare and wellbeing of the people we support.
- To ensure the needs of the people we support are met.
- Be responsible of the general well-being of the people we support.
- Observe, monitor and follow Care Plans, Risk Assessments and Behaviour Plans.
- Champion Equality & Diversity, promoting inclusivity and the best interests of the people we support.
- To work in partnership with colleagues to carry out the daily requirements of the home.
- To uphold the Safeguarding and to ensure the home and colleagues operate in a safe manner.
- Plan and carry out various activities ensuring the best outcomes for the people we support.
- To attend training, supervisions and team meetings when required.
- Follow policies, procedures and agreed way of working.
- Responsible for driving, using company allocated vehicles, to allow people we support to attend appointments, access the community and other driving requests when required (If in possession of a UK Driving License).
- All colleagues prior to appointment must be cleared through the Disclosure & Barring Service (enhanced).

Knowledge, Experience & Key Competencies

- Understand the needs and rights of the people we support.
- Demonstrate an understanding of the behaviours and the learning difficulties associated with complex Autism and behaviour that challenges.
- Be patient and resourceful whilst working with challenging behaviour.
- Effective communication, both verbally and written.

- Be able to confidently work in partnership with relatives, colleagues at all levels, professionals and other stakeholders.
- No previous experience required in a care setting or similar is necessary. Full training, support and guidance will be provided.
- Be committed to the Safeguarding of vulnerable groups.

Values



- **Live & Learn**
  - Show a willingness to learn, take ownership of learning and omissions.
  - Be self-aware and reflect on what worked and what did not work.
  - Be open to learn from others and bring innovative ideas and new ways to best support someone.
  - Share knowledge and encourage continuously improvement.
- **Inclusive**
  - Be committed to the people we support and have their best interests at heart.
  - Champion Equality & Diversity and Safeguarding.
  - Operate in Candour, be honest, open and transparent.
  - Kind, empathetic, approachable and ensure to seize the day with the people we support.
- **Transforming**
  - Be supportive, inclusive and participative.
  - Work in partnership with everyone.
  - Protect and respect personal information and respect confidentiality.
  - Respect people's rights to make their own decisions or act within their best interest.
- **Holistic**
  - Problem solve with care to Autism and individuals needs.
  - Use appropriate communication and perform in way that benefits others.
  - Be attentive to the people we support's desires, emotional, social, creative and learning processes.
  - Remind yourself that your workplace is their home.

Declaration

I have read, understand and agree to this Job Description.

Name	
Date	
Signature	

This job description does not form part of your contract. August 2020.