

Job Description: Post 16 Support Worker

Salary: £10.50-£12.00 per hour (dependent on experience)

Position Overview

As a Post 16 Support Worker in one of our supported living homes, you will play a vital role in providing holistic care, guidance, and support to young individuals transitioning to independent living. Your compassionate approach, understanding of their unique needs, and commitment to fostering a safe and nurturing environment will contribute to their personal growth and development. You will be working in a newly regulated environment to ensure that standards are upheld at all times.

Responsibilities

- **Individualised Support:** Develop and implement personalised care plans that address the specific needs, goals, and challenges of each resident, ensuring a person-centred approach to support.
- **Emotional Well-being:** Offer empathetic and trauma-informed support, actively listening to residents' concerns and providing guidance to help them navigate emotional challenges and trauma-related issues.
- **Life Skills Development:** Facilitate the young person's transition to independence via 1:1 keywork sessions and group work, focusing on areas such as budgeting, cooking, personal hygiene, job readiness, and effective communication.
- **Education and Employment:** Work creatively with young people and other agencies to identify education and career aspirations, connecting them with appropriate resources, educational institutions, and job opportunities.
- **Crisis Management:** Respond calmly and effectively to crises or emergencies, implementing appropriate de-escalation techniques and ensuring young people feel safe and heard.
- **Health and Well-being:** Support in arranging and coordinating healthcare appointments and promoting physical and mental well-being.
- **Empowerment and Advocacy:** Empower residents to make informed decisions, advocate for their needs, and navigate various social and administrative systems.
- **Recording and Reporting:** Maintain accurate and up-to-date records of young people's progress, behaviours, and interactions, adhering to confidentiality and reporting regulations.
- **Maintain cleanliness and presentation of homes** to a high standard as per regulations.
- **Safety & Security:** Ensure that the safety and security of the homes is always maintained.
- **Information sharing:** Work collaboratively within the team to promote cohesion, coordination, and a unified approach in working with young person, to ensure that everyone involved is on the same page, leading to better outcomes and a more holistic support system for our young people.
- **Lone working:** Adhere to our Lone Worker Policy and follow protocol to ensure the safety and wellbeing of your colleagues.

Qualifications/person specification

- Must have a genuine passion and enthusiasm for supporting young people in their journey towards independent living.
- Must have compassion, empathy and patience, and a non-judgmental attitude in dealing with the challenges our young people face.

- Strong interpersonal and communication skills, with the ability to build trust and rapport.
- Knowledge of trauma-informed care principles and experience working with young people who have experienced trauma.
- Ability to work collaboratively within a team and independently when necessary.
- Flexibility to work shifts, including evenings and weekends, to accommodate young people's schedules.
- Basic computer skills for documentation and communication purposes.

Education and Experience:

- A relevant degree or certification in social work, psychology, counselling, or a related field is preferred.
- Must have or be willing to complete a minimum of an NVQ Level 3 within the first year of employment.
- Experience in working with young people, especially those in care or transitional situations, is highly desirable.
- First Aid certification is a plus.

Benefits

- Competitive salary and benefits package.
- Ongoing training and professional development opportunities.
- Meaningful and rewarding work that directly impacts young lives.
- A supportive and collaborative work environment within a dedicated team.

If you are dedicated to making a positive impact in the lives of young individuals seeking support during their transition to independent living, we encourage you to apply and join our team of compassionate professionals.