

We provide person-centred support, allowing individuals to choose how they want to live their lives, enabling them to reach their full potential.

We encourage people to achieve their aspirations with outcome focused support.

We pride ourselves on our excellent level of care. We are well established and able to respond to the needs of people with a learning disability within their own community.



Why be a Support Worker with The Edmund Trust?

Information guide

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Registered charity no. 1030968



The Edmund Trust
SUPPORTING PEOPLE WITH LEARNING DISABILITIES

How we work

We're The Edmund Trust.

We've been proudly supporting people across the East of England with learning disabilities for over seventy years. We work to provide lifelong opportunities and create positive lifestyles for people to be equal and active members of the community. With our support, people with a learning or physical disability, complex needs, acquired brain injury or autism can choose how and where they want to live.

Why be a Support Worker?

Every day is different as a Support Worker and with our person-centred approach you will enable the people we support to choose how they want to live their lives and reach their full potential. If you are looking for a role that is rewarding and one which you can make a real difference then support work is for you.

Why work with The Edmund Trust?

We are an independent charity, delivering high quality care and support. In the past 3 years we have grown by 56% and the demand for our services is still growing.

We have a range of flexible opportunities that can work around school hours or other commitments, as well as relief (bank), part time and full time. We really do have something for everyone.



Our values

Commitment

- Provide fantastic person-centred support
- Go the extra mile
- Do what we say we will do
- Be open and honest
- Be curious, engage in training and be willing to learn

Collaboration

- Work with others to achieve better results
- Recognise that families and other professionals are part of the team
- Share knowledge and information to help others grow
- Show others we enjoy working with them
- Think creatively and share ideas to improve what we do

Positive Interactions

- Treat each other well
- Show other people they are valued
- Enable others to do new things by themselves
- Adopt a 'can do' attitude
- Act on feedback and celebrate success



Support Worker

Job Summary

To provide person-centred support to the people who use our services.

To follow the support plans of the people we support and any other relevant documentation.

To support all people in line with their individual communication needs.

To demonstrate the organisation's values:

- **Commitment**
- **Collaboration**
- **Positive Interactions**

Job Details

Reporting to the Service Manager, Assistant Service Manager and Senior Support Worker, to support the people who use our services to lead the life of their choosing.

Commitment

We are looking for people who:

- Enable people to play an active role in community life, using their unique talents, skills and gifts as participants, not just as recipients of services
- Take personal responsibility to empower the people we support to live the lives they want, taking action on concerns where necessary
- Ensure people are being supported in a person-centered way, in line with their individual plans
- Encourage and support the people who use our services to express their views and needs for care and support, allowing them to participate in joint decision-making
- Are actively engaged with improving the lives of the people we support and their needs
- Enable the people we support to have a voice by advocating on their behalf as needed
- Actively seek to understand and respond positively to change
- Demonstrate reflective practice and commit to continuously improving their own performance
- Are prepared to raise concerns about quality, safety and performance
- Understand the safety of people who use our services and challenge appropriately



Collaboration

It is important that the people who work with us:

- Invest time to build and maintain effective and respectful relationships with the people we support, their families, co-workers and other professionals, adapting their approach according to the individual, situation and context to achieve desired outcomes
- Actively make and maintain effective connections externally
- Actively seek out links with community activities and connect people to those groups effectively
- Contribute to improving inefficient, unnecessary or unworkable practices
- Contribute to decisions about the future direction/vision of their organisation
- Assess the effects of change on outcomes for the people we support and make recommendations for future improvements

“ I love working with the people we support. Every day is an adventure...every day brings more smiles and laughter...I love my job”

Positive Interactions

Our colleagues will be required to:

- Actively contribute to discussion about support and values to improve performance, using appropriate feedback
- Practice positive risk taking
- Quickly build rapport with others
- Focus on overcoming barriers with a ‘can do’ attitude and a smile
- Understand the resources available and use the appropriate type and level of resource to deliver safe and efficient care and support
- Confidently communicate in an open, accurate and straightforward way using appropriate language, both verbal and non-verbal
- Effectively support people to communicate using a wide range of communication styles (Makaton, body language, objective reference, photo symbols, and Picture Exchange Communication System)
- Act as a positive ambassador for The Edmund Trust and the people we support
- Be a positive role model for others
- Think outside the box and commit to finding creative solutions
- When required, effectively deliver one to one support as a lone worker
- Give ‘just enough’ support to promote independence, allowing people to reach their full potential



Person Specification

To become a Support Worker with The Edmund Trust, it is **essential** that you:

- Have an interest in working with people with learning disabilities
- Have a good basic education and are literate, numerate and computer literate
- Are committed to keeping knowledge and skills up to date and undertake further relevant training
- Can demonstrate the organisation's values of Commitment, Collaboration and Positive Interactions in your work
- Possess good verbal and written communication skills
- Have the ability to actively listen to others
- Are able to make accurate records

Desirable

- Have a recognised qualification in Health and Social Care e.g. QCF
- Hold a driving licence and are willing to use own car for work purposes
- Have experience of working in a customer-facing role or experience of caring or supporting others (including personal or work experience)
- Are experienced in managing household finances
- Have experience of working with people with Autism
- Possess knowledge of safeguarding vulnerable people
- Have knowledge of the needs of people with learning disabilities and be able to apply this knowledge
- Are able to lone work
- Have a person-centred approach
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- Have the ability to use your own initiative
- Are able to consistently follow plans
- Have the ability to cook and prepare meals
- Are able to take direction but can also use own initiative
- Are empathetic to the needs of others
- Have a flexible approach to work

“ I drive to work looking forward to my day and I drive home from work humbled, knowing I've made a difference...to my life and to theirs ”

- Possess a basic understanding of health and safety principles
- Have the ability to put the needs of others before your own
- Can demonstrate awareness and acceptance of difference and proactively support this
- Are self-motivated
- Have a mature approach
- Are resilient
- Are a good team worker
- Are proactive
- Have good budgeting skills
- Have a good sense of humour
- Are reliable
- Are enthusiastic and positive
- Can work within boundaries
- Are self-motivated
- Are confident



Developing You

The Edmund Trust has an excellent reputation for staff training. We invest heavily in providing one of the best trained and qualified workforces in our field. We offer a blended approach to learning which includes e-learning, face to face in-house training and training through Cambridgeshire County Council.

98% of our staff said that our training is excellent.

70% of our staff are either studying towards, or hold a level 2 qualification in Health & Social Care.

Our training packages meet the high standards required by the County Council, Skills for Care and the Care Quality Commission.

We are proud to be able to offer multiple opportunities to progress within our organisation; we will work with you to develop your skills.



“I love helping to empower the people I support and making a positive difference to their lives”