



Tigh a'Chomainn Camphill
camphilltac.org.uk

JOB DESCRIPTION

Title of Post: Employed Co-worker, Support Worker

Purpose of Job: To assist in the day-to-day support of individuals so that they may be enabled to live full and meaningful lives, support the running of Community.

Responsible to: Senior Co-worker Team,

Major Tasks:

1. To be responsible for the safety and welfare of all living and working within the Community.
2. To be a positive influence on and act as a role model to the volunteer co-workers living and working within the Community.
3. To assist the Senior Co-worker Team to coordinate the daily living arrangements in the Community, and to ensure that all aspects of the care provided in the Community comply with the standards agreed by the Community in accordance with best professional residential care practice.
4. Actively engage in promoting the ethos of Tigh a'Chomainn, by encouraging everyone to live and work according to the Camphill philosophy and Social Pedagogy. To be present and actively participate in the annual festivals and community events.
5. To work flexibly in a way that supports the needs of the house and organisation. Work hours will include mornings, evenings and weekend working.
6. To be responsive to the needs of the community.



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Activities:

1. Safety, Welfare and Quality of Life

1.1 Uphold the dignity of residents living in the Community, so that all are enabled to play an active part in the making of day-to-day decisions.

1.2 Ensure that matters of health and safety are accorded the highest priority, and that all requirements in terms of the law and Council policy are met.

1.3 Ensure that residents are encouraged and enabled to express their opinions and wishes about all aspects of their lives.

1.4 Actively encourage relationships with others in the wider community, in particular with the relatives and friends of all those living within the Community

1.5 Implement Care plans and Risk assessments within the Community.

2. Support, Supervision and Personal & Professional development

2.1 To participate in the formal supervision and annual appraisal process.

2.2 Meet regularly with a named supervisor.

2.3 To take personal responsibility for professional development in line with SSSC requirements including; registering with the SSSC; achieving the minimum SVQ in Health and Social Care stipulated; and doing post registration training and learning.

3. Co-ordination of Daily Living Arrangements

3.1 Ensure that residents live in an environment which fosters their independence, which is homely, clean and where everyone can feel at ease.



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Ensure that the food, which is provided in the Community is organic, wholesome and nutritious, and that residents have a choice in what they eat. Residents should receive help with personal hygiene and dressing in privacy and in a manner which upholds their dignity. Ensure that recreational, cultural and spiritual activities are available to all within the Community, and that residents are given the choice to take part in activities outside the Community, both in the Community and in the locality. Ensure that Residents take part in Community tasks to the best of their ability and are given the option to be involved in meaningful work in workshops.

3.2 Accord the highest priority to the health and safety of residents and workers at all times, and ensure that the procedures agreed for ensuring compliance with health and safety legislation and medical requirements – including the administration of medication – are known and adhered to.

3.3 Participate on a regular basis, and support the Senior Co-workers with fire drills and other safety procedures as are required by law and/or the Local Authority.

3.4 Monitor sensitively, the actions of any person who may pose a risk to another, and in consultation with the Senior Co-workers and the Manager, take appropriate action in line with Community policy where the need arises.

3.5 Operate efficiently and effectively, the policies and procedures which have been agreed by the Community, particularly in relation to care plans and record keeping.



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PERSON SPECIFICATION

Title of Post: Employed Co-worker, Support Worker

- Preferably 1 year of disability/care/support experience although this is not essential as training is given. The ideal candidate will demonstrate experience with adults with learning disabilities in adult residential care.
- A warm, person-centred approach and the ability to positively engage with adults with learning disabilities or other support needs.
- Good verbal and written communication skills.
- Willingness to work as part of a wider team providing the highest quality care and support adhering to national care standards.
- A common-sense approach to problem solving and an ability to respond effectively in emergency situations.
- Willingness to work under their own initiative, taking ownership and responsibility for their role.
- Ability to work shifts patterns, weekends and bank holidays when required.
- A flexible, patient and open approach.
- SVQ Level 3 in Health & Social Care preferred or a willingness to work towards this.
- Willingness to participate in training required for the post.
- PVG scheme membership/willingness to join.
- SSSC registration/willingness to register with SSSC.
- You must be able to travel to and from work (we are on a good bus route).