**Nansa Pay Level 12**

£11.65 per hour

£21,206 per annum, based on working full-time (35hrs per week)

**Overview**

The Support Worker is a frontline role working directly with our adult service-users (members) who have special educational needs and/or disabilities (SEND). Our team of Support Workers enable our members to participate in a comprehensive programme of meaningful activities and opportunities that promote a set of agreed outcomes, including independence. The nature of the work is varied, and includes facilitating personal/intimate care, supporting members with eating/drinking, promoting positive behaviour, and offering other support to our members on an individual (1:1) and group basis, as appropriate. Activities are facilitated at our Adults’ Centre on Bowthorpe Rd (Norwich), and in the community (e.g. Swimming).

**Role and Responsibilities**

* Support members to participate as independently as possible in their chosen activities, so that attending Nansa is a positive and enhancing experience.
* Communicate with members (and their families/carers), Nansa staff, and other agencies/professionals to ensure all individuals’ aspirations and needs are identified, supported, and met.
* Support members with their care needs, ensuring personal preferences are taken into account, in line with dignity and respect.
* Support members who require additional assistance with eating or drinking, including direct help, food preparation and clearing up.
* Work closely with the wider team to ensure everyone is kept safe at all times, and any potential issues are dealt with (or reported) immediately.

**About the Adults’ Centre**

Nansa offers a range of services and opportunities for Adults with SEND. Our core service is a building based provision, delivered from our Adults’ Centre in Norwich (Bowthorpe Road); at the centre, we deliver a varied programme of activities that promote wellbeing and independence. The programme is tailored to meet the specific needs of every individual who attends, furthering development and progression towards a set of agreed aims and personal objectives.

The Adults’ Centre programme is a continual leaning journey underpinned by 10 key-outcomes:

* **Home/Life Skills**
* **Participation and Engagement**
* **Communication and Relationships**
* **Time Management**
* **Confidence and Self-Esteem**
* **Health and Hygiene**
* **Rights and Responsibilities**
* **Self-Reflection**
* **Initiative and Creativity**
* **Peer Working**

The programme is inclusive; our highly skilled team work collaboratively with every member who attends, to ensure their goals are realistic, achievable, but challenging too.

“We empower our members to believe in themselves and explore new experiences and opportunities”.

**Nansa Competencies:**

* commitment to respect and dignity
* determination to make a difference
* person centred empowerment
* creativity and flexibility
* continuous improvement
* proactive teamwork and personal leadership
* working in the wider context
* commitment to respect and dignity

**Person Specification**

|  |  |
| --- | --- |
| Essential | Desirable |
| * An understanding of disability issues, and a commitment to high quality, accessible and inclusive services
* Ability to work on own initiative and as part of a team
* Flexibility and a positive approach
* Good organisation and communication (verbal and written) skills
* Current knowledge of safeguarding adults at risk
 | * NVQ Level 2 or equivalent in social care or willingness to work towards qualification
* Experience of working with people with disabilities
* Experience of working with groups
* Experience of dealing with adults who may have behaviours that are challenging
* Ability to drive and a willingness to drive Nansa vehicles.
 |