



Relief Support Worker Job Description

Hamelin has a duty to safeguard and promote the wellbeing of the individuals we support and is committed to doing so. Hamelin expects all staff and volunteers to share this commitment. All appointments are subject to satisfactory enhanced DBS disclosure & other safeguarding clearance.

Introduction to Hamelin

Hamelin exists to reimagine life with learning disabilities and enable limitless possibilities. We support autistic adults and people with learning disabilities to live their best lives and cultivate compassionate, equitable communities where they can realise their dreams. As a Support Worker at Hamelin, you will play a pivotal role in achieving this goal and empowering the people we support to live the life they choose.

It's more than a job, every day is a chance to make a difference and spread joy!

Our Values

Our values shape everything we do and it's essential that every member of our team share and demonstrates our values. Our recruitment process goes beyond solely considering skills and experience, we assess how effectively a candidate embodies these values.

We are community - We put people with autism and learning disabilities at front and centre of everything we do. We work together with our people and their families to truly understand their needs and wants, to make a real difference.

We enhance lives - We treat people as individuals so we can empower them to do the things they are passionate about. We create opportunities for growth and foster a culture of innovation and bravery in our communities. This allows everyone to live their best lives, now and in the future.

We think differently - We are passionate, intelligent and not afraid to do things differently. We are not defined by the limitations of systemic care provision and do not accept the status quo. Our sole focus is to create better lives for those we support.

To us, attitude is more important than experience. All individuals, regardless of background, are encouraged to apply. We offer extensive training to help you become an exceptional Support Worker.

More about the role & your impact

When you join Hamelin as a Support Worker, you become part of a team all working with a common purpose: to empower autistic adults and individuals with learning disabilities to lead independent lives, free from discrimination.

You will make a positive impact every day, ensuring those you support have choice and control to live the life they want.

Your core responsibilities include:

- Provide person-centred support, respecting the individual's autonomy, dignity, and right to make choices about their own life.
- Listen attentively those you are supporting's feelings, and desires, and incorporate that information into the care and support you provide.
- Collaborate with those you support, their families and support teams to develop care plans that are tailored to individual's specific needs and preferences.
- Empower individuals to live their lives as independently and autonomously as possible, while providing the necessary assistance and support to help them achieve their goals and maintain their well-being.
- Acknowledge and honour the abilities and achievements of individuals in taking care of themselves.
- Assist individuals in managing their medication.
- Be responsive of the need to safeguard those you support, ensuring their safety and welfare is paramount and promoted at all times in all areas of practice. You should also be familiar with, and abide by, all relevant Hamelin Safeguarding and Whistleblowing Policies.
- Encourage and empower individuals to seek out opportunities in education, employment, and leisure activities. Provide support to help them pursue these opportunities and actively participate in them.
- Assist individuals with personal care tasks, such as bathing, dressing, grooming, and toileting.

- Advocate for the individuals you support rights, preferences, and choices in all aspects of their care and support.
- Monitor and report changes in those you support including health status, behaviour, or well-being to the appropriate healthcare professionals.
- Collaborate with colleagues, family members, healthcare professionals, and community service providers, to ensure holistic and coordinated care.
- Ensure records are accurately kept, utilising IT systems as required and report and record any accidents, injuries, or concerns to senior staff.
- General housekeeping tasks, maintaining the living / working space to ensure it is tidy, organised, and sanitary (this may include vacuuming, dusting, mopping, sweeping, and disinfecting surfaces, as well as doing laundry, changing bed linens, and organizing).
- Be able to engage in a full range of physical activities e.g. moving and handling, gardening, swimming.
- Act as an escort on Hamelin vehicles and drive these vehicles if able to do so.
- Be aware of laws and standards for care services and ensure they are being followed.
- Be conscious of data protection and ensure information is kept secure.
- Attend relevant training courses and staff development programmes when these are made available by Senior Staff and take personal responsibility for maintaining your continuous personal professional development.
- Have active involvement in the supervision, appraisal and personal development planning processes.

This job description provides a general overview of the tasks, responsibilities, and outcomes associated with the role of Support Worker at Hamelin. Please note that additional duties may be assigned as required.

About you

We are seeking individuals who possess the following qualities and will be considering these traits when evaluating candidates during our recruitment process –

Communication skills: Effective communication is key in supporting individuals with learning disabilities. You should be able to communicate clearly and effectively, and adapt your communication style to suit the needs of the individual you are supporting.

Flexibility: Individuals with learning disabilities may have different needs and abilities, so you should be flexible and adaptable in your approach to providing support.

Problem-solving skills: You should be able to think creatively and find solutions to overcome barriers and challenges that individuals with learning disabilities may face in their learning and daily life.

Respect for diversity: You should have a respect for diversity and an understanding of the unique needs and experiences of individuals with learning disabilities from different backgrounds and cultures.

Knowledge and training: It is important for you to have a good understanding of learning disabilities, relevant legislation and policies, as well as specific training in supporting individuals with learning disabilities. It is also important that you are willing to undergo training.

Ability to work as part of a team: You will often work as part of a team within the organisation and with external professionals, such as doctors, therapists, and social workers. It is important to be able to collaborate effectively and communicate with other team members.

Other requirements: You have basic IT skills, you can complete e-learning and update a digital care log on a handheld device.

Important Notes

All staff will be expected to work flexibly across all of Hamelin's services. Staff will have a link-based service and will be required to work a combination of shifts in keeping with their post. The pattern of shifts worked will be as service needs dictate.

Signature of member of staff.....Date.....

Name in capitals.....