

ROLE	Peripatetic Support Worker
HOURS OF WORK	40
SALARY	£13 per hour / £27,040 per annum
REPORTING TO	Day Services Manager

About The Stable Family Home Trust

The Stable Family Home Trust is a registered charity that supports people with learning disabilities to live as independently as they can and participate within their communities as much as possible. We offer supported living and residential living homes, and day services that offer a wide range of activities and opportunities that support the development of skills, improve confidence and self-esteem, and enable our service users to live their best lives.

OUR MISSION STATEMENT

People are the foundation of our society and we believe that everyone has a role to play in its success, and our commitment is to support people with learning disabilities to be recognised for their contribution.

OUR VISION

Our vision is a world where people with a learning disability have the same rights as everyone else, have access to the same opportunities as everyone else and receive the support they need, in the way they need it, so that they can live happy, healthy, productive lives as independently as they can. We believe that every person who uses our services should be supported to achieve their ambitions in a way that celebrates their individuality and uniqueness.

Our person-centred approach is inclusive of all and gives our service users the skills and confidence to be ambitious and participate in new opportunities that broaden and enhance their lives. Our core values and shared objectives are rooted in our belief that every person we support is a valuable member of our society and are equal to everyone else within it.

OUR VALUES

- **Choice** – giving everyone the information they need to make good choices
- **Collaboration** – with our communities to increase participation and achievement
- **Respect** – an environment where everyone is seen, heard and valued
- **Safety** – safe services run by safe people in an environment where everyone is able to speak out without fear
- **Trust** – embracing accountability, honesty and openness at every level across the organisation

About the Role

This is a peripatetic role requiring flexibility and adaptability, supporting different teams and service users across multiple sites to ensure continuous, high quality service delivery. Predominately based at our site in Bisterne, you will also be required to cover staff absences and assist in the delivery of the programme at The Bradbury Centre in Southourne and Gifted, our small garden centre and café in Highcliffe.

Key Responsibilities:

1. Provide high-quality, person-centred support that enables service users to build confidence, develop independence, and live meaningful, fulfilled lives.
2. Support service users to form positive relationships with peers, encouraging social inclusion, mutual respect, and a sense of belonging.
3. Encourage and support service users to develop skills and reach their full potential and become more independent.
4. Assist in the delivery of engaging, purposeful programmes that reflect the interests and strengths of service users and support skill development and personal achievement.
5. Support a wide range of activities, including arts and crafts, cookery, music and dance, gardening and outdoor learning, pottery, and woodwork.
6. Encourage participation, creativity, and achievement, supporting service users to try new experiences and reach their full potential.
7. Contribute positively to creating an inclusive, supportive, and stimulating environment across all service locations.
8. Adapt your communication approaches to meet individual communication needs and learning styles.
9. Promote the independence of Service Users, ensuring their rights and liberties are upheld at all times.
10. Maintain accurate, timely, and confidential records in line with Trust policies, data protection legislation, and best practice.
11. Respect and maintain confidentiality relating to service users, families, colleagues, volunteers, and partner organisations at all times.
12. Attend and actively participate in team meetings, reflective practice sessions, and supervision to ensure high-quality, consistent support.
13. Build and maintain positive, professional relationships with colleagues, families, carers, and external professionals.
14. Work flexibly across different sites and teams, responding to service needs and supporting continuity of care.
15. Carry out additional duties as reasonably required to support the effective delivery of services on a short- or long-term basis.

General Responsibilities:

1. Be responsible for your own health and safety and contribute to the overall management of health and safety requirements across the organisation and comply with all the requirements of the Health and Safety at Work Act 1974 in relation to your responsibility for the health and safety of others.
2. Comply with all the requirements of the Data Protection Act 2018 and the General Data Protection Regulations 2018 to ensure the appropriate management of personal and sensitive personal data.
3. Follow all safeguarding procedures, risk assessments, and support plans to ensure the safety, wellbeing, and dignity of service users, and remain vigilant to safeguarding concerns and report any concerns promptly in line with Trust policy.
4. Proactively promote the Trust's Diversity, Equity and Inclusion policy to ensure inclusion and equity for all of our people.
5. Comply with all other Trust policies and procedures and follow all good practice guidance.
6. Respect the right to privacy and the confidentiality of all people using our services, including their families and carers, and maintain appropriate levels of confidentiality relating to colleagues, volunteers and any other person involved in the work of the Trust.
7. Support fundraising events and activities to support the development of the services the organisation delivers when required – this may include evenings and weekends.
8. Positively promote the work of the Trust when attending external meetings, events, and training courses.
9. Attend all training and development opportunities provided by the Trust to support you in your role.

PERSON SPECIFICATION

A - Application (used for shortlisting); I – Interview

Essential Experience	
Experience of working with adults with learning disabilities or other complex support needs.	A/I
Experience in delivering activity workshops to groups of people with additional needs.	A/I
Experience of working flexibly to support continuous service delivery.	A/I
Essential Knowledge/Skills	
Communication skills sufficient to support adults with learning disabilities.	A/I
Understanding of person-centred principles in support work.	A/I
Ability to promote a person-centred approach and deliver high quality support and personalise this to individual needs.	A/I
Desirable Experience/Knowledge/Skills	
Experience of delivering vocational training courses.	

Competencies:

- **Collaboration:** Ability to develop and maintain working relationships internally and externally.
- **Communication:** Ability to communicate information clearly in different formats to service users and colleagues.
- **IT Literacy:** Ability to use IT systems for the purposes of email and data management, and to use basic software packages including Microsoft Office (Outlook, Word, Excel, PowerPoint).
- **Proactive:** Self-motivated with a reliable approach to timekeeping, a positive approach to problem-solving and able to work independently or with minimal supervision when required.

Other Information

Equality, Diversity & Inclusion: We are strongly committed to ensuring equity and inclusion to ensure the voices of our users and beneficiaries are represented across our organisation to impact on our strategic aims, vision and mission. We particularly welcome applications from people with disabilities, people of colour and people from different socio-economic and educational backgrounds.

Safer Recruitment: Safe recruitment is central to the safeguarding of our service users. As part of recruitment, we carry out a vetting and barring check through the Disclosure and Barring Service (DBS), for those successful at interview, but this does not necessarily exclude applicants with convictions. The DBS check for this role will be at **Enhanced with Barred** check level. Failure to declare any relevant information that is later provided by the DBS may result in any offer of employment being withdrawn.

Place of Work: You will be based predominately at The Stables in Bisterne, Ringwood but will be required to be able to travel at short notice to our other day services sites, so you will need suitable means of transport as there are no public transport links from Bisterne to our other sites.