

Job Description

Job title – Enablers (Complex & Challenging Behaviour)

Introduction Aims of the post

Phoenix Learning & Care (PLC) / Oakwood Court College (OCC) is a diverse organisation offering supported living, residential and educational services for young people and young adults who fall into two main cohorts, those with a learning difficulty and those presenting behavioural, emotional and social difficulties.

The post holders will be experienced and/or highly motivated individuals who have the enthusiasm and empathy to support young adults with Autism and associated challenging behaviours as they make the journey into adult life. The post holder will be working as part of a small dedicated team providing support and outreach education to an individual based in the community.

The post holder will be accountable to the Senior Enablers, Registered Manager's, Head of residential Services and Operations Manager LD.

Specific Aims of the job

- i) To be a member of the enabling Support Team employed to respond effectively and sensitively to the broad ranging and often complex social, emotional, educational and recreational needs of young adults with learning difficulties and/or disabilities, within residential & educational environments.
- ii) To enhance and facilitate the achievement of high quality support & Education for young adults with learning difficulties and associated emotional and social disorders, including challenging behaviours.
- iii) To contribute to the delivery and monitoring of service users' personal and social development: both in-house and allied, external agency programmes.
- iv) To ensure that dignity and respect are evident in every aspect of service delivery and your own approach to managing challenging behaviours.
- v) To promote a person centred and responsive service that empowers the service user to take as much control over their lives as possible.
- vi) To provide an environment that is responsive and nurturing and promotes individuality.
- vii) To work towards clear agreed and achievable goals ensuring that positive outcomes are being achieved wherever possible.

Duties include

- i) To work under the guidance and direction of the service manager and in collaboration with fellow enablers in order to achieve and maintain high professional standards of support and training.
- ii) To ensure that they are familiar with the Company's "Keeping the Learner Safe" Policy and their responsibilities with regard to Disclosure procedures
- iii) To undertake sleep-in duties if required to do so, in order to provide an appropriate level of supervision and safeguarding.

- iv) To attend planned programmes of training and professional development in accordance with the Company's Staff Professional Development Policy Statement.
- v) To liaise with allocated Tutor/LSA with regard to meeting all educational requirements and aspirations. Working towards agreed plans and targets. Ensuring all relevant evidencing is recorded and assessed appropriately and shared with the allocated college representative.
- vi) To be involved in the implementation of a programme of planned day, evening, weekend and holiday activities in meeting the interests and social development needs of individual service users.
- vii) To be conversant with relevant statutory requirements which apply to the service provision: to ensure that such requirements, in so far as they apply to the post holder's role and practice, are adhered to.
- viii) To ensure that any delegated responsibilities are carried out in accordance with the Company's Policy and Procedure Statements.
- ix) To present a positive, flexible attitude and person centred approach to the responsibilities of the post.
- x) To undertake specific duties as determined by the post holder's line manager(s).
- xi) To undertake, from time to time, any additional or revised duties as requested by the service manager, or as delegated by a member of the Senior Management Team.
- xii) To work as part of a small dedicated team providing 24/7 2:1 support to an individual who presents on the Autistic spectrum and at times displays physically challenging behaviours.

This job description does not define in detail, all duties and responsibilities of the post. Duties will be reviewed annually, in accordance with the Company's Staff Appraisal Policy. Any modifications will be in consultation with the post holder.

Person Specification for the post: Enabler (Complex & Challenging Behaviours)

Area	Essential	Desirable	Assessment
Kind compassionate and caring individual who understands the level of responsibility the post holds	X		A/I
To have an understanding of Learning Difficulties and Autistic spectrum conditions and associated emotional and social needs.	X		A/I
A committed and reliable individual who has the ability to work of their own initiative.	X		A/I

An honest and trustworthy individual.	X		A/I
A good communicator both oral and written.	X		A/I
Good organisational skills and time management.	X		A/I
Ability to follow instruction to the letter and adhere to individual care plans and risk management plans.	X		A/I
Ability to cope under pressure and to remain calm and composed when faced with challenging situations.	X		A/I
Ability to work alone or as part of a team.	X		A/I
Willing to undertake relevant training to enhance your knowledge and practice and attend all mandatory training.	X		A/I
To be flexible with working patterns and to work evenings and weekends.	X		A/I
To be prepared to carryout sleep in duties on a rota system.	X		A/I
An ability to advocate on behalf of the service users and to ensure their dignity and rights are promoted at all times.	X		A/I
To hold a qualification in care at Diploma level 3 or equivalent or a willingness to work towards this level of qualification in the first 6 months of employment.	X	X	A/I/C

Assessment will take place with reference to the following information

A = Application Form I = Interview C = Certificate