



January 2025

Job Description

Autism Support Worker @ The Sanctuary

Grade: Frontline Care Level 2 - £11.44 per hour starting rate

Reports to: Activity Co-Ordinator/Deputy Manager/Operations Manager/Directors

**Working Hours: Monday – Friday 9am – 4pm with 30 minutes lunch break
32.5 hours per week**

Context

In this role you are a frontline worker directly supporting individuals with autism, ADHD and customers who need support with their behaviour and wellbeing.

You are appointed to work at Mower's Ark CIC but you may be required to work at other locations at the discretion of the Company and with appropriate notice, in order to support people in the most flexible and person-centred way that we can. You may be asked to work in different services or settings in the future.

Purpose

The purpose of this role is to support customers who attend Mower's Ark CIC to live full and active lives. In this role, you will be working under the guidance of Activity Co-Ordinators and the Management Team to deliver outstanding care and support to our customers. Your role is to deliver a quality service and provide customers with meaningful and engaging experiences which enhance their quality of life. This includes supporting them with all aspects of their care.

Role Specific Duties & Responsibilities

- Supporting individuals to access outdoor environments including paddocks
- Supporting individuals to care for farm animals including pigs, goats, ponies and chickens
- Working outdoors in all kinds of weather



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- Supporting individuals with their personal care and hygiene, which includes using the bathroom,
- Driving the minibus to support customers to access activities in the community.
- Supporting customers to take part in health and wellbeing activities including swimming (going in the water), horseriding, sailing, trampolining etc.
- Providing emotional support to customers.
- Supporting customers to build and maintain meaningful relationships with their peers and others.
- Supporting customers with complex behaviour needs, following Behaviour support guidelines at all times.
- To support individual customers at different times, showing a flexible approach and being able to support people with a wide range of differing needs.
- Supporting customers to develop their communication by use of PECs/Symbols, eye gaze and switch operated technology.
- Supporting customers to be involved as possible in every part of their lives so that they can become as full and active members of their community as possible.
- To support and enable customers to develop and maintain skills and personal interests whilst delivering personalised care unique to each individual.
- Providing care in accordance with best practice and legislative requirements, reflecting policies and procedures and agreed standards under the direction of the Management Team.
- Always Following Individual Care & Support plans.
- To maintain and develop skills, undertaking additional training and development as required.
- To maintain records in line with organisational policies and procedures
- Ensuring that the service remains clean and safe by monitoring the environment consistently.
- Tidying up after yourself and supporting your colleagues by undertaking your fair share of the workload.
- Promote the safeguarding and welfare of the customers at all times.
- Reflecting on your own practice, seeking feedback and looking at improvement, being open to constructive criticism.



- Seeking to improve the service every day
- Showing respect for your colleagues and the organisation by being flexible in your approach and understanding that the nature of our customers needs means they cannot be 'dropped' when your work day finishes.
- Following all reasonable requests by management to support the smooth operational running of the service.

Working with Others

- Develop effective working relationships with other employees within Mower's Ark CIC
- Work in cooperation with members of the multi-disciplinary teams to maximise opportunities for Customers
- If desired by the Customer, maintain and develop relationships with family, friends and other people important in their life

Leading By Example

- Seek opportunities for personal and professional growth
- Be a role model for other carers and be an ambassador for the service.
- Be professional, polite and reasonable at all times

Personal Responsibilities

- Knowledge of, and work within, the Fundamental Standards, including the Code of Conduct for Health & Social Care Workers
- Understand the regulatory framework that governs the service, including the role of CQC and their requirements
- Commit to achieving the relevant qualifications commensurate with the role
- Attend statutory training and any other training as directed by management
- Understand and follow all policies and procedures relevant to the role
- Be open to learning opportunities



Person Specification

| Essential | Desirable |
|---|--|
| A good level of English – written and verbal | RQF Qualifications in Health and/or Social Care |
| A commitment to the vision and values held by Mower’s Ark CIC | Qualifications in Autism, ADHD & Positive Behaviour Support |
| An open, honest and friendly approach | Previous experience of working in a similar environment |
| Good communication skills | Previous experience of working with customers with high/complex health needs |
| Enjoys being around all kinds of farm animals | Previous experience of reflective practice |
| The ability to treat people with kindness and compassion | Previous experience of working as part of a Multi-Disciplinary Team |
| Being open to criticism and focus on consistent improvement, striving for quality | |
| Understanding the importance of empathy in all areas of employment | |

Written by Angelica Phillips 28th January 2025



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