



October 2021

Job Description

Deaf Mentor

Accountable to	Board of Directors, Manager
Working hours	Sessional
Salary	£25 per hour for 4 hours per week
Employment Status	This is a sessional role. The Deaf Mentor is offered a Sessional Worker Agreement and the role is eligible for benefits including Annual Leave and access to the Company Pension Scheme.

Job Purpose

Mower's Ark CIC is a specialist Day Service in Northamptonshire for young people with Learning Disabilities, Autism and Sensory Impairments.

Mower's Ark vision is a society where people with learning disabilities and sensory impairments are valuable members of the community. *We aim to make this happen by providing person-centered, enriching and motivating work experiences that serve the local community and share the love of God.*

This role supports our vision and purpose by enabling better communication between Deaf and hearing people. We expect that the post holder will also work to the highest possible standards, valuing quality in their work.

Mower's Ark CIC is committed to safeguarding children and vulnerable adults. Therefore, this role is subject to an Enhanced Disclosure and Barring Service check.

Context

In this role you will work on a 1:1 basis with a young man who has Multi-Sensory Impairment and is a profoundly Deaf British Sign Language user. This may be at Mower's Ark CIC premises or, to support the customer in the most flexible and person-centred way we can, you may be asked to work in the community or at different locations of the customer's choosing.

Purpose



Mower's Ark CIC Registered Company Number 12127764

The Connaughty Centre, Cottingham Road, Corby NN17 1SY

Registered Address: 50 Broadway, Kettering, NN15 6DD

www.mowersarkcic.co.uk

A Deaf Mentor is a Native Deaf person who is fluent in British Sign Language and works with the Customer to provide services that support the Customer's progress with communication and increase his confidence in different settings.

A Deaf mentor is a positive Deaf role model who can use a variety of communication methods that are Deaf-Centred. A Deaf mentor gives the opportunity to develop a young Deaf man's understanding about his Deaf identity, Deaf culture and to learn how to overcome everyday barriers and respond appropriately.

Duties and Responsibilities

You will:

1. Meet with the Customer weekly.
2. Teach signed vocabulary and engage the customer in signed communication, supporting his British Sign Language development.
3. Provide support and guidance in a safe, non-judgmental manner to enable the Customer to make appropriate decisions, creating new opportunities and supporting him out of his comfort zone safely.
4. Model the appropriate use of sign language and visual cues when interacting.
5. Provide strategies for communication.
6. Share about Deaf Culture and the general experiences that Deaf people have.
7. Introduce the customer to activities and events in the Deaf community.
8. Support the customer to gain confidence in accessing the community, providing a Deaf person's experiences and perspective and strategies for greater independence.
9. To support the customer to focus on and support his own development, increase confidence, motivation, aspirations, and self-esteem.
10. Work with the Centre Manager, Customer, and family to meet the Customers' Person-Centred Outcomes.
11. Act in the best interests of the young Deaf person always, to encourage, motivate, highlight opportunities alongside potential problems.
12. Attend meetings and collectively share knowledge and experience.



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13. Behave in a professional, caring, compassionate and inspirational manner at all times.

14. Ensure Mower's Ark provide a High Quality, Person-Centred, Inspirational Service. This means:

- Keeping all records of your work up to date and accurate;
- Completing Mower's Ark induction and skills development programme and attending courses arranged by your manager. Taking part in your own supervision. Attending and contributing to meetings;
- Behaving respectfully all the time to the people you support, their families/friends, your colleagues, and neighbours and members of the public;
- Helping new colleagues to get to know the people they are supporting and how to work in the service;
- Being Honest about your own areas for development, to own up to mistakes and be self-reflective in your practice;
- Take into account people's age, gender, ethnic origin, religious/cultural background, abilities/disabilities, and personal needs;
- Keeping up to date with Mower's Ark CQS policies and practices and following these at all times.
- Keeping a safe, healthy and supportive environment for the people you support, yourself, your colleagues, and anyone else coming into contact with Mower's Ark CIC.

You may also be expected to carry out other duties that are in line with the nature and grade of the role.



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Person Specification: -

Education & Training	
Essential Criteria	Desirable Criteria
Native Deaf person fluent in BSL	Teaching Qualification
Valid (Clean) Driving Licence	Mentoring Qualification
Experience of working with young people who are profoundly Deaf.	Experience of working with people with learning disabilities and autism
Skills and experiences of a range of specialist communication strategies	Social Care Qualification
Ability to demonstrate effective planning, recording, monitoring and reviewing of activities	

Skills & Experience	
Essential Criteria	Desirable Criteria
Experience of working with adults with learning disabilities	Knowledge and experience of visual impairments, hearing impairments, physical disabilities, learning difficulties and autism
High expectations and aspirational goals for those with learning disabilities	An understanding of how creative activities can enhance the lives and wellbeing of the people we work with.



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Behaviours & Attitudes	
Essential Criteria	Desirable Criteria
A positive attitude towards work, colleagues and individuals with learning disability	You demonstrate Self-Awareness and are aware of others' responses to your actions
A good understanding of the importance of Total Communication	You are open to learning from others and willing to share knowledge and experience
A good understanding of behaviour as a form of communication	You show high standards of personal and professional behaviour
A commitment to the delivery of a high quality 'Outstanding' Service	You take appropriate action if ethics and values are compromised
A commitment to the empowerment of individuals with learning disability/autism	You gather feedback from people who use the service to help develop the service and individuals plans
<p>A commitment to the delivery of the Outcomes that Matter in Northamptonshire: -</p> <p>1. People get the help they need when they need it 2. People have, and hold on to, relationships that have meaning to them 3. People feel in control. 4. People have equal access to healthcare, training and occupation 5. People feel safe and are supported to take risks 6. People have somewhere to live they call home. 7. People live longer 8. Carers are able to continue caring</p>	You help others to play an active role taking into account a person's whole life, including physical, mental, cultural emotional and spiritual needs.



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