

Human Resource Quality Manual 1	Issue Date: 05 Jan. 15
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JOB

DESCRIPTION

CAMPHILL COMMUNITY GLENCRAIG

Title of Post: (24/59/SW/WEB) Adult Residential - Support Worker	Location: Glencraig Adult Residential
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Accountable to:
Group Leader

****Please note, CV's will not be accepted****

****Currently, we are unable to offer visa sponsorship for international candidates****

Purpose of the Job:

Male applicants particularly welcome

Glencraig is seeking to employ support workers to work as part of a community with the purpose of meeting the physical, psychological, emotional and social needs of each resident with disabilities and challenging behaviour. Ideally, you will have experience supporting persons with Autism and learning disabilities.

Residential Support Workers will assist the house team in providing the highest possible standard of support and care to adults with complex needs and challenging behaviour. The team create a home setting that promotes independence, choices and rights, supporting the well-being of individuals within a safe and caring environment. The Support Worker role can require an element of personal care and at times may require redirection or physical intervention as a last resort with those presenting challenging behaviours.

Glencraig was the first Camphill Community to be established in Northern Ireland back in 1954. Today, our vision remains the same as then; to offer a community setting where residents can lead supported, fulfilling lives in a safe environment. Set upon a 100 acre estate with the sweeping, green fields of our farm, grazed on by our herd of beef cattle and woodlands with brooks, we offer a therapeutic setting with which to base a calm and nurturing environment on.

With a mixture of day pupils at our school, children and adult residential houses as well as a young adult's college, a farm with a market garden, and a range of therapies, we have many different ways to keep those we care for occupied. All interventions are individually led therefore your day can take many forms, you could find yourself supporting our residents on the farm, getting fresh vegetables grown at our Market Garden for lunch or dinner, or helping in a house-setting whilst residents go about their daily lives. We endeavour to base our houses on a family environment with some homes having live-in volunteers who give the residents a supported family unit. Glencraig celebrates many different customs and traditions and calendar events, and support our residents to be fully involved.

With this vision and our aim of providing the best service possible, we are looking for empathetic and caring staff who share our values and a desire to help improve and add to the quality of life and wellbeing of our residents. And just as with our service-users, we believe that wellbeing at work is about creating an environment that promotes a state of contentment; something that allows employees to flourish and achieve their full potential, not only for themselves but also for the community.

Salary/Hourly Rate: 4 Point incremental scale increasing with length of service commencing on £23,514 - £24,581 per annum	Hours of Work: Full time: 38 hours per week. Working pattern is based on a rota system that includes evenings and weekends 15% unsocial hours enhancement for weekends.
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Closing Date: 4pm Wednesday, 9 th October 2024	Length of Contract: Permanent
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Key Duties & Responsibilities:

Residents

The Support Worker will:

- Assist to ensure that all work within the adult community is person centred and upholds the principles of respect, privacy, dignity, fulfilment, independence and choice.
- Support residents in the adult houses, workshops and the wider community.
- Deliver individual programs of support, for example, social and domestic help, personal hygiene and community living skills designed to enhance and maximise the capabilities and independence of the residents.
- Follow the resident's individual care and support plan and report any changes in, or concerns about the resident to their line manager
- Assist house coordinators with the assessment of residents' needs.
- Participate in monitoring and reviewing individual resident's skills and needs
- As part of the team, establish goals with residents on an individual basis to ensure the effective utilization of the individual's abilities.
- Participate in supporting the strengths and needs of the residents.
- When applicable, ensure that medication is held, stored and administered in accordance with Camphill Community Glenraig's medication policy.
- Ensure resident's opinions, suggestions, feelings and wishes are listened to and their personal affairs dealt with in a sensitive manner.

Administration

The Support Worker will:

- Report any changes in, or concerns about, individual residents and all significant events to the House coordinator/ Group Leader.
- Be aware of and act in accordance with all Camphill Community Glenraig's policies and procedures including Camphill Community Glenraig's Health and Safety Policy
- Maintain NISCC registration and enact the basic minimum standard of competencies ensuring that work is carried out in line with best practice
- Follow emergency protocols put into place to maintain the residents' safety and that of colleagues and other professionals
- Have an awareness of all Camphill Community Glenraig's policies and procedures and work within these

Accommodation / Health and Safety

The Support Worker will:

- Be aware of and act in accordance with Camphill Community Glenraig's Health and Safety Policy and conduct all activities in a manner which is safe to themselves and others
- Adhere to Camphill Community Glenraig's Lone Worker Policy and procedures.
- Report the need for repairs or maintenance in the household to the house coordinator
- Participate in cleaning and housekeeping as required to ensure agreed standards are maintained
- Assist with meal preparation and participate in the life sharing model adopted within the individual households and wider community.

Learning and Development

The Support Worker will:

- Participate in regular team meetings and attend supervision and annual appraisal reviews with the line manager
- Undertake all mandatory and developmental training as identified by the house coordinator and ensure to maintain NISCC minimum standards of practice.
- Reflect on Practice and learn from it contributing to own personal development
- Be required to complete Level 2 training in Social Therapy and Curative Education

General

The Support Worker will:

- Deal with minor First Aid as required
- Be required to carry out any other reasonable duties as requested by the House Co-coordinator

Person Specification:

ESSENTIAL CRITERIA – all applicants **MUST** be able to demonstrate either at short-listing or at interview all essential criteria listed below. Applicants should therefore make it clear on their application form whether or not they meet these criteria. Failure to do so may result in you not being shortlisted. The stage in the process when the criteria will be measured is stated below.

The following are essential criteria which will be measured at short listing stage:

Criteria	Essential	Desirable	Evidenced By:
Education/Training/ Qualifications	<i>QCF level 2 OR equivalent in Health and Social Care or related discipline (In the case of applicants who do not have an QCF level II OR equivalent, but have at least 1 year's relevant care experience this part of the essential criteria will be waived)</i> <i>Basic numeracy and literacy (English language) skills</i>	<i>QCF Level 3 in Health & Social Care, Social Sciences, Nursing or equivalent</i>	<i>Application form</i>

	<i>Registered or agreeable to applying for registration with the N. Ireland Social Care Council.</i>		
Experience	<i>At least six months experience in a caring field Or 1 year's relevant care experience as stipulated above</i>	<i>Experience in a health or social care setting Experience in working with individuals with a disability Experience of dealing with challenging behaviour</i>	<i>Application from Interview</i>
Specialist Knowledge & Skills	<i>Effective communication skills Ability to work as part of a team Team worker Caring & reliable Maintaining confidentiality Ability to work under pressure Delivery of personal care to others</i>	<i>Knowledge of principles of social pedagogy based on Anthroposophical ideals Awareness of the ethos of Camphill, and principles of anthroposophy</i>	<i>Application from Interview</i>
Circumstances	<i>Be flexible to work on a rota basis that includes unsocial hours, weekends</i>		<i>Interview</i>
Other Requirements	<i>Valid work permit Access NI check Able to fulfil the Occupational Health requirements for the post Job References</i>		<i>Work permit Valid documentation Occupational Health questionnaire 2 satisfactory references</i>

Benefits

- Starting on 20 days annual leave pro rata plus Camphill Community Glencraig recognises 12 statutory days
- Annual incremental uplifts on a 4-point salary scale
- Enhanced rate for weekends/waking nights

- Organisation Pension
- Occupational Sick Pay Scheme (qualification period applies)
- Free parking on site
- Optional enrolment into the Benenden Health
- Commitment to development of the staff team through training and learning opportunities
- Death in Service Insurance Benefit 2x Salary
- Professional registration fees reimbursement i.e., NISCC annual renewal fee

COMPLETED APPLICATION FORMS SHOULD BE FORWARDED TO: hr@glenccraig.org.uk

This Job Description is a general outline of the post as it is currently perceived by Camphill Community Glenccraig. It is not intended to be restrictive or definitive.

Each member of staff will have an individual work plan agreed with them following appointment to the post, which is aligned to the organisation's strategic plan.

The responsibilities of the post may change in line with continuous improvements as Camphill Community Glenccraig aims to meet its vision and best respond to the needs of individuals accessing our services.

CAMPBILL COMMUNITY GLENCRAIG IS AN EQUAL OPPORTUNITIES EMPLOYER

Camphill Community



Our Mission:

Camphill Community Glencraig is a person-centred, therapeutic community where children and adults with learning disabilities can live a meaningful life and develop to their full potential through a holistic creative approach. We offer choice and purpose within a sustainable nurturing environment whilst working in close partnership with families and key stake holders in Northern Ireland.

Our Vision:

We have a vision of the world where children and adults, irrespective of ability, can live, learn and work together in a caring community, where positive life experiences within a natural and culturally rich environment, enable each individual to reach their destiny.

Our Values:

- P**ositivity
- O**ppportunity
- T**ransparency
- E**quality
- N**ature
- T**herapeutic
- I**nclusivity
- A**ccountability
- L**ife-Long Learning

Positivity

Our main priority is to support the well-being of those in our care at every opportunity. With a POSITIVE approach to life and work, we enable everyone to lead happy and fulfilled lives. We are prepared to take appropriate positive risks to support each individual to reach their potential.

Opportunity

We create diverse OPPORTUNITIES for all who live, learn, and work within Glencraig, to develop creative and meaningful life skills, healthy social relationships and to experience a holistic approach to community life.

Transparency

We embed TRANSPARENCY within our professional model of practice and funding. We actively encourage good transparent governance and standards in our community, seeking continuous improvement.

Equality

In realising the EQUALITY and uniqueness of each individual, we go beyond appreciating and understanding the abilities of those in our care. By recognising their unique individuality and contribution, we focus on developing positive relationships through an inclusive team, where everyone is valued and empowered.

Nature

We are inspired and committed to creating a conscious lifestyle. We are actively involved in reducing our environmental impact through caring for our land in an organic way that is respectful and sustainable whilst using

our natural resources responsibly. This allows everyone to grow by engaging with NATURE, in a way that supports development and well-being, in a nurturing environment.

Therapeutic

We are committed to creating a THERAPEUTIC environment where children, young people and adults are supported and cared for through a holistic person-centred approach that integrates home life, education, and work. This is realised through connecting to natural rhythms which advance health and well-being. This approach meets the needs of each individual, creating a sense of belonging in the world and the confidence and independence to be participants in it.

Inclusivity

We create an INCLUSIVE, diverse community in which each member is accepted, appreciated, and included. We are also committed to engaging with the wider community to promote cultural and creative opportunities, as well as innovative projects.

Accountability

Accountability is important to us, and we hold ourselves individually and collectively ACCOUNTABLE for everything we speak and do. We are especially accountable for the quality of life offered to the children, young people, and adults we carry responsibility for. Their best interests and wellbeing are always our first priority.

Life-Long Learning

We are dedicated to creating and maintaining a life sharing community, in which people from different backgrounds and abilities can live, learn, work, and celebrate together in a homely, welcoming, and peaceful environment. By being open to learning from each other, we promote diverse opportunities of LIFE-LONG LEARNING for each person who is part of Camphill Community Glencraig.

About Camphill

The innovative communities that make up the Camphill Movement have, for almost 80 years, been creating new ways of supporting people with learning disabilities and other special needs so that their full potential can find expression.

The first community was founded at Camphill House, just outside Aberdeen, Scotland, in 1940, to educate children with learning disabilities. At that time, children with learning disabilities didn't usually receive an education, either staying at home or being placed in a hospital.

Camphill's founders, led by Dr Karl König and inspired by the Austrian thinker Rudolf Steiner's philosophy of anthroposophy, wanted to make a real difference in the lives of these people who were marginalised and excluded from society. They believed that children and adults with learning disabilities had much to contribute if only their inner self could find expression.

Dr König felt that, through communities, new ways of healing might be introduced into society to counter some of the more harmful aspects of modern life. The vision still lives and each new generation in Camphill strives towards achieving it.

Camphill Communities are communities with children and adults with learning disabilities living together with co-workers and their families in such a way as to foster mutual help and understanding.

Helper and helped live and work side-by-side, each learning from the other.

Effective community-building does not come about without a struggle and makes tremendous demands on those involved, both humanly and physically. The Camphill way of life provides an enormous stimulus for those who take it up, whatever their age or ability. By providing challenges for self-advancement and by respecting the developing individuality of each person, life in Camphill allows everyone the freedom to grow to his or her fullest potential.

Camphill in Northern Ireland

There are four Camphill Communities in Northern Ireland. Glencraig Community near Holywood in Co Down, Mourne Grange near Kilkeel in Co Down, Clanabogan near Omagh in Co Tyrone and Camphill Holywood with their bakery, coffee shop and Shop in the centre of Holywood in Co Down.

Each Community has a management Council and funding is provided by Health and Social Care Trusts and charitable donations.

Camphill Community Glencraig

Camphill Community Glenraig is an integrated therapeutic community where we aim to maximise the potential of each Child, Young Person and Adult in our care and will endeavour to support families, staff, co-workers, volunteers, and partners of Glenraig.

We are a home to around 50 adults and children with special education, physical and learning needs, long and short-term life sharing volunteer co-workers and their families alongside employed staff members. It is also the site for Glenraig Special School, supporting both day and boarding pupils and various workshops are available for our residents and day attenders.



CAMPBILL COMMUNITY GLENCRAIG

POSITION APPLYING FOR: **Support Worker – 24/59/SW/WEB**

PLEASE COMPLETE IN BLACK INK, TYPESCRIPT OR WORD PROCESSED - ALL APPLICATIONS SHOULD BE LEGIBLE AND WILL BE TREATED IN CONFIDENCE

ONLY APPLICATIONS CONTAINING ALL OF THE INFORMATION WHICH HAS BEEN SOUGHT WILL BE CONSIDERED

PLEASE RETURN COMPLETED FORMS BY: 4pm Wednesday, 9th October 2024.

To: hr@glenraig.org.uk or alternatively posted applications can be returned to HR Department, Camphill Community Glenraig, 4 Seahill Rd, Craigavad, Holywood, BT18 0DB.

****Monitoring Form must accompany application forms to be considered for shortlisting, CVs will not be accepted ****

Surname:		Title: Mr/Mrs/Miss/Ms Other (please specify)					
Forename(s):		Maiden Name (if appropriate):			Other Former Name(s):		
Home Address:		Address for Correspondence (if different):					
Postcode:		Postcode:					
Home Telephone No. (incl STD Code)		Daytime Telephone No. (incl STD Code)					
Mobile Tel No:		National Insurance No.					
Email Address:							
Do you hold a current full UK driving licence? Yes/No				Do you have access to a form of transport? Yes/No			
Nationality: EC/Non-EC				If Non-EC, please specify			
Do you have the right to work in the UK?				Yes / No			
<i>Note: the organisation will require proof of your right to work in the UK e.g. a passport showing that the holder is a citizen of the United Kingdom or a national of the EEA or Switzerland as required by the Immigration, Asylum and Nationality Act 2006.</i>							
Are you currently NISCC Registered? - if yes, please enter your registration details below							
Were you referred by an existing Camphill Community Glenraig Employee? Yes / No							
If yes, please enter the employee's name here: _____							

EXAMINATIONS PENDING

Qualification(s)	Date to be taken

TRAINING

Details of Training Courses attended, and awards achieved, including dates if appropriate.

Details of Course	Organisation who provided Training	Date Course Completed

MEMBERSHIP OF PROFESSIONAL ORGANISATIONS

Date Joined	Institute / Organisation	Grade of Membership (Where appropriate)	Membership Number

PREVIOUS POSTS (Beginning with most recent)

NB: To assist consideration in your application, please give precise dates for each period of employment. This is particularly important when there are time considerations for shortlisting criteria based on experience/post qualification experience.

Name and Address of Employer	Grade/Position and Department/ Speciality	From dd/ mm/ yy	To dd/ mm/ yy
		_ / _ / _	_ / _ / _
<p>Duties (briefly)</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>Reason for Leaving</p>			

Name and Address of Employer	Grade/Position and Department/ Speciality	From dd/ mm/ yy	To dd/ mm/ yy
		_ / _ / _	_ / _ / _
<p>Duties (briefly)</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>Reason for Leaving</p>			

Name and Address of Employer	Grade/Position and Department/ Speciality	From dd/ mm/ yy	To dd/ mm/ yy
		_ / _ / _	_ / _ / _
<p>Duties (briefly)</p> <p>.....</p> <p>.....</p> <p>.....</p>			

Reason for Leaving

Name and Address of Employer	Grade/Position and Department/ Speciality	From dd/ mm/ yy	To dd/ mm/ yy
		___/___/___	___/___/___
Duties (briefly)			
.....			
.....			
.....			
.....			
Reason for Leaving			
.....			

Name and Address of Employer	Grade/Position and Department/ Speciality	From dd/ mm/ yy	To dd/ mm/ yy
		___/___/___	___/___/___
Duties (briefly)			
.....			
.....			
.....			
.....			
Reason for Leaving			
.....			

Please account for periods of time after you completed secondary education and between employment position that have not already been addressed in the application.

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REFEREES

Please name two referees, (not relatives) at least one of whom should have knowledge of your present/most recent work and be in a supervisory/managerial capacity. Camphill Community Glencraig reserves the right to seek a reference from any previous employment.

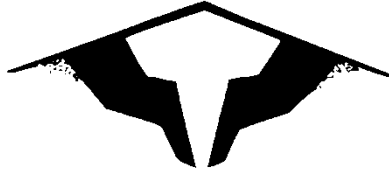
Name:	Name:
Capacity in which known	Capacity in which known
Address:	Address:
Postcode:	Postcode:
Email Address:	Email Address:
Daytime Telephone No. (please indicate dialling code)	Daytime Telephone No. (please indicate dialling code)
Contact only if appointment being offered subject to satisfactory reference, Access NI, and health assessment. (please tick) <input type="checkbox"/>	Contact only if appointment being offered subject to satisfactory reference, Access NI, and health assessment. (please tick) <input type="checkbox"/>

SPECIAL REQUIREMENTS

<p>Do you require any special arrangements to be made to assist you if called for interview? Please provide details:</p> <p>.....</p> <p>.....</p> <p>.....</p>

PERSONAL DECLARATION

<p>I hereby confirm that the information I have included in this application form is a true and accurate account. I understand that any false information given may result in a job offer being withdrawn.</p> <p>Signature: Date:</p> <p>Please ensure that you have completed all relevant parts of this application form.</p>



CAMPHILL COMMUNITY GLENCRAIG

Camphill Community Glenraig is committed to recruiting, retaining, and developing a workforce that reflects at all grades the diverse communities that we serve. It is vital that we monitor and analyse diversity information so that we can ensure that our HR processes are fair, transparent, promote equality of opportunity for all staff, and do not have an adverse impact on any particular group. Your cooperation in providing us with accurate data will ensure that we, not only meet our legal obligations, but even more importantly will result in us designing and applying policies and processes that attract and retain a diverse, talented, and motivated workforce. Any information provided on this form will be treated as strictly confidential and will be used for statistical purposes only. It will not be seen by anybody directly involved in the selection process. No information will be published or used in any way which allows any individual to be identified.

Sex Male Female

What is your religion or belief?

Regardless of whether we practice religion, most of us in Northern Ireland are seen as either Roman Catholic or Protestant. We are therefore asking you to indicate your community background by ticking the appropriate box below.

I am a member of the Protestant community:

I am a member of the Roman Catholic community:

I am not a member of either the Protestant or the Roman Catholic community:

If you do not complete this questionnaire, we are encouraged to use the "residuary" method which means that we can make a determination on the basis of personal information on file / application form.

Are you married or in a civil partnership Yes No

Age 16-24 25-29 30-34 35-39 40-44
45-49 50-54 55-59 60-64 65+
Prefer not to say

DOB -----/-----/-----

How would you describe your national identity?

English Welsh Scottish Northern Irish
British Other Irish Prefer not to say

What is your ethnicity?

Ethnic origin categories are not about nationality, place of birth or citizenship. They are about the group to which you as an individual perceive you belong. Please indicate your ethnic origin by ticking the appropriate box

White

English Welsh Scottish Northern Irish
Irish Irish Traveller Other White background

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African
White and Asian Any other mixed background

Asian/Asian British

Indian Pakistani
Bangladeshi Chinese
Any other Asian background

Black/ African/ Caribbean/ Black British

African Caribbean
Any other Black/African/Caribbean background

Other ethnic group

Arab Any other ethnic group

Disability

Section 1 of the Disability Discrimination Act describes a disabled person as person with a 'physical or mental impairment which has a substantial or long-term effect on his/her ability to carry out normal day-to-day activities'.

Using this definition do you consider yourself to be disabled? Yes No

If you answered yes, is there any reasonable adjustment which you believe is necessary for Camphill Community Glencraig to make to allow you to fulfil the requirements of the job for which you are applying?

What is your sexuality?

Heterosexual/straight Gay woman/lesbian
Gay man Bisexual
Other Prefer not to say

Do you have caring responsibilities? If yes please tick all that apply

None
Primary carer of a child/children (under 18) Primary carer of disabled child/children
Primary carer of disabled adult (18 and over) Primary carer of older person (65+)
Secondary carer Prefer not to say

By completing this form, you have helped us better understand how we, as an employer, ensure equality of opportunity for all. Thank you for completing this form.

Declaration of Convictions Form

We are committed to ensuring equal opportunity for all applicants. Information about criminal convictions is requested to assist the selection process and will be taken into account only when the conviction is considered relevant to the position applied for.

You have applied for a position that is defined as Regulated Activity under the Safeguarding Vulnerable Groups (NI) Order 2007. It also falls within the definition of an “excepted” position under the Rehabilitation of Offenders (Exceptions) Order (NI) 1979. This means that you **must** tell us about **all** offences and convictions, including those considered ‘spent’.

If you have received a formal caution or are currently facing prosecution for a criminal offence you should also bring this to our attention given the “excepted” nature of the role. If you leave anything out it may affect your application.

This information **will** be verified through an Access NI Enhanced Disclosure check if you are considered to be the preferred candidate and are being offered the position. The check will tell us if you have a criminal record or if your name has been included on the Children’s Barred List and/or Vulnerable Adults Barred List. It is to make sure that individuals who might be a risk to children and/or vulnerable adults are not appointed. Access NI has a Code of Practice which explains this in more detail a copy of this can be made available to you should you wish.

Having a criminal record will not necessarily debar you from this position, this will depend on the nature of the position, your offences or other information contained on the Disclosure Certificate or provided directly to us by the Police.

The information received will be treated confidentially and will be assessed alongside normal selection criteria to determine suitability for the position. A separate meeting will be held with you if clarification is required to discuss any issues around your disclosure before a final decision is reached. After the decision has been made the information will be destroyed.

Please complete the section below and return it with your application. The form also asks you to give your written consent to the Access NI check, which will only be obtained if you are the preferred candidate. If you do not consent we will not accept your application.

Applicants can also submit a separate statement of disclosure if they wish. This may include details such as the particular circumstances around the conviction(s); how circumstances may have changed; and what has been learnt from the experience. Applicants can contact the Northern Ireland Association for the Care and Rehabilitation of Offenders (NIACRO) for more information.

**Declaration of Criminal Convictions, Cautions and Bind-Over Orders
In Confidence**

Do you have any prosecutions pending either in Northern Ireland or any other country? (if yes give please give details)	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

Have you ever been convicted at a court or cautioned by the police for any offence either in Northern Ireland or any other country?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
If yes, please list below details of all convictions, cautions, or bind-over orders. Give as much information as you can, including, if possible, the offence, the approximate date of the court hearing and the court which dealt with the matter.				

Declaration of Abuse Investigation(s)
Have you ever been the subject of an Adult or Child Abuse investigation which alleged that you were the perpetrator of any adult or child abuse either in Northern Ireland or any other country?
Yes <input type="checkbox"/> No <input type="checkbox"/>
If yes, please list full details below including the name of police unit or HSC Trust involved in the investigation. If possible please provide the approximate date/s.

Declaration and Consent

I declare that the information I have given is complete and accurate. I understand that I will be asked to complete an Access NI Disclosure Certificate Application Form and where applicable a police check if I am a non-UK National if I am considered to be the preferred candidate and I consent to the Enhanced Disclosure Check being made, and I agree to inquiries relevant to this declaration.

Signature:	Date:
<hr/>	
Print name:	
<hr/>	
Any surname previously known by:	
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Position applied for:	
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