

Options for **Life**



Our Complex Needs Support Worker (PMLD) roles

Why joining Options for Life is an excellent choice.

Welcome



We are a Sandwell based charity, we provide a day service with meaningful activities for individuals with Profound and Multiple Learning Disabilities (PMLD) and offer a diverse range of personalised care packages. Acorn Lodge is a purpose built hub with specialised facilities, equipment and highly skilled staff to care for a wide range of needs.

We support participants through empowerment and personal development to enable them to live their lives to the full and advance their personal and social development using a person-centred approach to develop preferences, choices and interests.

We couldn't achieve this without all the great Support Workers who join our team at Options for Life. It all starts with you!

There are no specific qualifications or experience required for our Support Worker roles, beyond a good attitude and a willingness to learn.

Our Mission

Our mission is to provide high quality and coordinated services to all participants which is responsive, flexible and sensitive to their changing needs, enabling them to play an active part in their local community.

Our Vision

To give people with learning disabilities and/or autism choice and control over their lives.

Our Core Values

- **Integrity-** Act with integrity with all aspects of your work.
- **Dignity & Respect** - Treat participants and colleagues with dignity and value their unique life experiences. We listen and support people to express their needs and wants and respect people's right to privacy.
- **Quality-** Provide high quality care and support to individuals.
- **Person-Centred-** Ensure each participant is placed at the centre of what we do.

- **Inclusivity** - Embrace diversity, equality and inclusion as a value to internationally make space for positive outcomes to flourish. We advocate inclusion and participation for everyone.



- **Innovation-** Believe the seemingly impossible is possible and we push boundaries. We bring in new ideas that will inspire people to take control and lead happy, independent lives.
- **Learning, Reflection and Accountability-** To be personally and professionally open to all ways of learning to enhance development through training and reflection.
- **Quality-** Provide high quality care and support to individuals.

Why Options for Life?

- We are an organisation that puts people with learning disabilities and/ or autism at the heart of everything we do.
- We offer great training and development.
- We are an inclusive employer, valuing the diversity of our workforce, being respectful of differences and making reasonable adjustments to ensure people reach their full potential.
- You will be welcomed into a team of valued Support Workers.



What does it involve?

By joining Options for Life's team as a PMLD Support Worker, you will provide support to participants with Profound and Multiple Learning Disabilities.

Purpose of the role:

As a Support Worker you will support our participants through empowerment and personal development, enabling them to live their lives to the full through a person-centred approach to develop preferences, choices and interests.

Duties and Responsibilities:

- To ensure that participants have their say and are included in all aspects of Options for Life by working with participants to identify their rights and responsibilities, assets, issues and needs using a variety of approaches and communication methods.
- To carry out all aspects of personal care in accordance with the needs, wishes, and preferred routines as outlined in the individual personal support plan. Ensuring excellent health and wellbeing outcomes.
- Produce participant person centred plans, making adjustments to recognise individuality and ensure plans are achieved, working towards maximum independence for the person.
- To enable participants to become as independent as possible through Options for Life community-based approach which champions current organisation and Government expectations and standards. This includes ensuring an appropriate range of travel options for the participant, in working towards maximum independence.
- To contribute to effective communication in all aspects of work.



- To participate in sessions that include intensive support, sensory activities, sensory stories, sensory play etc.
- To administrate feed via an enteral feeding device/tube. Training will be provided

- Contribute to the setting, maintaining and monitoring of participants' personal review targets, ensuring positive outcomes.
- To enable participants to make choices and decisions and to participate fully in the planning and decision-making process using a person centred approach.
- To support participants in developing a socially valued lifestyle and be actively involved within the community as equal citizens.
- 1.To work alongside Physiotherapist, Occupational Therapist and/or Community Nurses to follow any physio or exercise regime that participants may have. Including liaising appropriately with external organisations, agencies and businesses.
- Enable participants to access the wider community to support the achievement of person centred plans.
- To work with participants empathetically to identify their goals and to assist them to achieve these goals in a manner which seeks to promote empowerment and independence.
- To be a role model 'Support Worker' at all times by carrying out work based duties in line with Options for Life's vision and values and of the standard of behaviours expected.





Do you have what it takes?

Support Worker's person specification

Professional Knowledge & Experience

It is essential that:

You have good written and verbal communication skills with the ability to communicate with people in an empathetic sensitive and tactful way, including people with learning disabilities.

You have ICT skills of a level to be able to undertake all required computer work such as email communication and updating record systems.

You have the ability to take an active part in various day opportunity sessions and to provide appropriate support and care.

Communication & Interpersonal Skills

It is essential that:

You have the ability to establish and maintain positive working relationships with others both internally and externally to achieve the goals of the organisation.

Responsibility for participants/ or Staff

It is essential that:

You have a proven commitment to equal opportunities and an understanding of the organisation's Equal Opportunities Policies.

Responsibility for Resources

It is essential that:

You have the attention to detail to enable the keeping of accurate records



Our Benefits



Your reward

- 35 days annual leave (pro rata)
- Pension with company contribution
- Company paid enhanced DBS

Looking after you

- Free access to employee counselling helpline (24/7 helpline)
- Support from an experienced and friendly team of colleagues

Valuing you

- £50 refer a friend scheme
- Celebrating success award
- Birthday day off
- Access to charity worker discounts

Your Development

- We provide a thorough and detailed induction and training programme when you join us.
- Regular 1:1's and annual appriasals
- We've invested in access to over 80 online training courses to support and help your development.



CONTACT US

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www.optionsforlife.info

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Company Number: 03341420

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