**Fair Deal**

**Job Description**

**Core Team Member**

**Post:** Core Team Member

**Hours:** xx hours Per week - Evenings, weekends and sleepovers are requirements of the post

**Conditions:** As per Fair Deal’s Contract of Employment

**Accountability:** Team Leader or Quality and Development Manager.

**Purpose of Post:**

The purpose of the Core Team Member role is to enable people who use Fair Deal services to lead full and inclusive lives by meeting their support needs and working with them to achieve their wishes and aspirations. The Core Team member shall work within Fair Deal’s values and ethos and use a person centred approach to their work. This will be achieved by:

* Working as part of a team.
* Carrying out person centred support planning with the people we support to identify and meet their outcomes
* Having a holistic view of support and being prepared to support people in whatever choices they make
* Actively participating in team meetings and carrying out any tasks allocated
* Participating and contributing to support and supervision and appraisal
* Participating in any training necessary for the post or as directed by a senior member of staff

**Main responsibilities:**

* To support the person to understand and fulfil their rights and responsibilities in all aspects of their lives, i.e as a tenant, neighbour, friend, relative etc
* To support people with all household tasks which have been identified in their support plan, for example cleaning their home, maintaining safety in the home, shopping for goods.
* To Support people to purchase foodstuffs and other domestic items.
* To support people to cook healthy meals and to share meals with the them.
* To support people to secure their benefit entitlement and to act as an advocate when necessary
* To support people to manage their own finances, in accordance with Fair Deal guidelines
* To support people with medication, in accordance with Fair Deal guidelines
* To support people with intimate self care tasks and encourage individuals towards greater self sufficiency in these areas
* To support people to attend any appointments that they are required to attend.
* To support people to be as independent as possible.
* To support people to develop and maintain relationships
* To offer emotional support to people when they are experiencing difficulties in their life.
* To have a non judgemental attitude to people who may present with behavioural challenges and to work with other core team members and external agencies to ensure these behaviours are managed effectively and consistently.
* To support people to go on holiday.

General

Ensure that any statutory requirements made by statutory organisations with regard to health and safety, environmental health and fire precautions are met.

Read and adhere to the Scottish Social Services Council code of conduct.

Read and adhere to Fair Deal policies and procedures.

Carry out any other relevant duties as directed by Fair Deal senior staff members.

Person Specification

*Essential:*

* Empathy with the vision and mission statement of Fair Deal
* Shows a commitment to the rights and dignity of individuals with learning disabilities and associated mental health issues
* The ability to communicate effectively
* The ability to work as part of a team
* A willingness to undertake training required to carry out the duties of the post
* Satisfactory completion of scenario (attached to application pack)
* A flexible approach

*Desirable:*

* Knowledge of, or interest in, learning disability and mental health issues
* The ability to support people to develop practical, social and emotional skills
* Experience of working in person centred services
* SVQ Level 3
* Other relevant training

Fair Deal

Job Description

Community Connector

**Post:** Community Connector

**Hours:** xx Per week - Evenings, weekends and sleepovers are requirements of the post

**Conditions:** As per Fair Deal’s Contract of Employment

**Accountability:** Team Leader

**Purpose of Post:**

The purpose of the Community Connector role is to enable people who purchase their support from Fair Deal to lead full and inclusive lives and by working jointly with them achieve their wishes and aspirations. The Community Connector shall work within Fair Deal’s values and ethos and use a person centred approach to their work. This will be achieved by:

* Working as part of a team.
* Carrying out person centred support planning with the people we support to identify and meet their outcomes
* Having a holistic view of support and being prepared to support people in whatever choices they make
* Actively participating in team meetings and carrying out any tasks allocated
* Participating and contributing to support and supervision and appraisal
* Participating in any training necessary for the post or as directed by a senior member of staff

Main Responsibilities:

To develop a plan of activities with people which will aim to ensure that they have opportunities to develop skills, hobbies, relationships and responsibilities which will enhance their lives.

To have a flexible and creative approach to working with people to

explore options and meet their outcomes.

* To support people to look for meaningful activities which meet their needs and aspirations. This could be:

a leisure activity, voluntary work, education or employment. The role of the Community Connector is to introduce the person supported to any new activity and to act as a role model if required. For example if the person is looking for an employment placement then the Community Connectors would help them explore options, make contact with relevant agencies and set up opportunities for them. In addition to this if the person requires support to learn their new job role then the community connector would be expected to work alongside the person until they were confident and could perform all the tasks associated with their work role.

* To encourage the people we support to maintain or develop a full, inclusive social life, and support them to participate in this as required.
* To create opportunities for people to try different activities that they may enjoy and help them maintain any new activity they embark on.
* To encourage and assist people we support to maintain contact with Parents, Carers, family, friends and furthermore, strive to support people to develop new friendships.
* To encourage people we support who may have a particular idea or skill to explore the options of setting up their own business.
* To support people on holiday if they wish to do so.
* To offer emotional support to people when they are experiencing difficulties in their life.
* To have a non judgemental attitude to people who may present with behavioural challenges and to work with other core team members and external agencies to ensure these behaviours are managed effectively and consistently

General

Ensure that any statutory requirements made by statutory organisations with regard to health and safety, environmental health and fire precautions are met.

Read and adhere to the Scottish Social Services Council code of conduct.

Read and adhere to Fair Deal policies and procedures.

Carry out any other relevant duties as directed by Fair Deal senior staff members.

Person Specification

*Essential:*

* Empathy with the vision and mission statement of Fair Deal
* Shows a commitment to the rights and dignity of individuals with learning disabilities and associated mental health issues
* The ability to communicate effectively
* The ability to work as part of a team
* A willingness to undertake training required to carry out the duties of the post
* Satisfactory completion of scenario (attached to application pack)
* A flexible approach

*Desirable:*

* Knowledge of, or interest in, learning disability and mental health issues
* The ability to support people to develop practical, social and emotional skills
* Experience of working in person centred services
* SVQ Level 3
* Other relevant training