



# Care & Support Worker

## - Job Description and Person Specification



**Delrow Community, Hilfield Lane,  
Aldenham, Watford, WD25 8DJ**

## Welcome from Sara Thakkar, Chief Executive

Welcome to Camphill Village Trust and thank you for your interest in the role of Day Opportunities Support Worker at our Delrow Community in Watford.

You have taken the first step in joining a really exciting, innovative Charity. One where we will want you to have a strong sense of belonging, where we will support you to thrive in your role and where you will have lots of opportunities to add value as we continue to improve and grow.

You will be joining our unique national charity in our 70th anniversary year as we embark on our bold plan to shape a new long-term future for adult social care within vibrant and thriving community settings.

Here at the Trust, we believe everyone has the right to live an independent, healthy, active and equal life. To enable this, we are committed to quality support and housing choice, impact and outcomes focussed green care opportunities, becoming a beacon of land management and sustainability and using our enterprise portfolio to drive social value.

Our ethos is one of co-production and the voices of the people we support actively contribute to the work of the charity, the way that services are developed and delivered and the decisions that we take.

How we do this is set out in our three-year strategy called **A Brilliant Future**. To succeed in achieving our goals we will Honour our Past, Provide for the Present and Lead the Future.

**Our ambition is big.** If your values match ours, if you have great skills, experience and passion to drive change, if you truly want to make a difference and help us achieve our vision, then we would love to hear from you. Read our pack and give it a go. You could soon be saying exactly the same as me; *“I have the best job in the world”*....

**Sara**

Sara Thakkar  
Chief Executive





## About Camphill Village Trust

Established in 1954, Camphill Village Trust is a charity that supports adults with learning disabilities, autism and mental health challenges. In our 70<sup>th</sup> year we honour our past, provide for the present and will lead the future. Our focus on humanity and nature was inspired by our past and remains as key to the Trust's ethos today. This is reflected in our focus on social and green care integration, valuing everyone's contribution, enabling personal pathways to development, celebrating the changing seasons, and respecting the rhythm of natural life.

We operate in both rural and urban communities, building on our care (social) farming legacy. Our historical focus on enabling potential for people with support needs through farming, organic horticulture and enterprise centred on nature and traditional skills, continues to play to our strengths.

We continue to support adults with learning disabilities, autism and mental health challenges to live their best, independent lives. By applying our core values to modern social care, we ensure that our provision remains relevant to supported people and social care commissioners today.

## Our Vision

To be a national leader in Social and Green Care Integration, enabling more adults with learning disabilities, autism and mental health challenges to live healthy, active and independent lives.

## Our Guiding Principles



### Enabling potential

The Trust supports our people (our staff and those we support) to develop, grow and be heard. We aim to build confidence and create an environment that supports active engagement, building skills and providing opportunity through high-quality active support, learning and co-production.

### Promoting healthy living

The Trust provides the opportunity to live a healthy, active, and meaningful life within a supported living model. This means the people we support live an active life, understand the benefits of making healthy choices and can contribute to the wider community on an equal basis through the opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic interventions that respects traditional craft skills based on nature and the land around us.





### Environmental respect

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our well-being and that we actively promote living and eating sustainably, in harmony with the natural world. We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long-term sustainability through our land and care farming history and as a landlord of choice.

### Social impact

We believe that our people, resources and actions should make a positive contribution to society in relation to health, wellbeing, education, and the environment. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community beyond the reach of the walls of the charity.

### Where we are based:

Our support and services are presently organised within three broad geographical regions:

#### North:

- Larchfield Community  
*Middlesbrough*
- Botton Village  
*Whitby, North Yorkshire*
- Croft Community  
*Old Malton, North Yorkshire*

#### Southwest / Central:

- Oaklands Park  
*Gloucestershire*
- Grange Village  
*Gloucestershire*
- Taurus Crafts  
*Old Lydney, Gloucestershire*
- Stourbridge  
*West Midlands*
- Shared Lives

#### Southeast:

- St Albans Community  
*St Albans, Hertfordshire*
- Delrow Community  
*Aldenham, Hertfordshire*



## Job Title: Care & Support Worker

### Purpose

*Do you want the autonomy and freedom to enhance the lives of the people we support?*



We have an opening for you to join us as a Support Worker within the Care and Support Team. The purpose of the role is to provide autonomous assistance to the people we support to fulfil their potential for independence, choice, inclusion, and control.

You will be responsible for ensuring that care and support is of a high standard, focused on person centred outcomes and delivered within budget.

You will ensure that all needs assessments, support plans and risk assessments are kept up to date. There will also be direct engagement and liaison with social workers, family members and key workers as required.

### Location & Travel

#### Community-based

This role will be based at our Delrow Community in Watford.

#### About Delrow

Situated only fifteen miles from the centre of London and just outside Watford, Delrow Community combines both the rural and urban and is home to 50 adults with a range of disabilities.

Delrow Community is made up of a mixture of house and flats, 9 of which are on the Delrow estate with the other on the surrounding Hilfield Lane. Delrow offers support with accommodation to 50 adults with learning disabilities, as well as offering day placements to local people.

A fully comprehensive support package includes the choice of activities in our workshops where skills are developed, and friendships forged.

Our community is surrounded by beautiful countryside. There is a social farm, a kitchen for bakery, and creative studios.

We work in partnership with other local organisations to maximise the opportunities we can offer people to lead a life of opportunity.

### Duties & Responsibilities

#### Main responsibilities:

- Working under the direction of the Team Leader, you will plan and provide support and care to foster the wellbeing and development of the people we support in accordance with their person-centred support and care plan, recording and reviewing progress as



directed so that they can fulfil their potential for independence, choice, inclusion and control. You will support them to:

- Maintain a clean, tidy, and welcoming living environment.
  - Use appropriate equipment so they can be enabled to do their laundry and clothing.
  - Plan a menu based on their health, individual preferences and diet choices, make a shopping list, prepare and cook the food and consider safe handling and storage.
  - Be healthy by assisting them to arrange and attend medical appointments.
  - Budget, access benefits, maintain their tenancy, monitor their finances and access services from their landlord.
  - Maintain an active and supportive social life considering individual choices and wishes.
- Working under the direction of the Team Leader, provide personal care where required and appropriate as a part of their support and care plan (e.g. bathing, hair washing etc) and where the appropriate registration is in place.
  - Administering and recording of medication, order/check medications.
  - Related paperwork which includes support plans, daily updates, person profiles, risk assessments, incident reporting, behaviour reports and notes/updates on health appointments.
  - Work within the community's policies and procedures and code of conduct, actively promoting the equality and diversity and the human rights of tenants to realise independence, choice, inclusion, and control.
  - Undertake training and continuous professional development in accordance with The Care Quality Commission, local authority requirements, the needs of the service and the people we support.
  - Undertake personal development to develop and understanding of our philosophy and values and how these inform and guide practice in the key responsibilities of the role.
  - Work in close partnership with family members and other professionals involved in the individual's life.



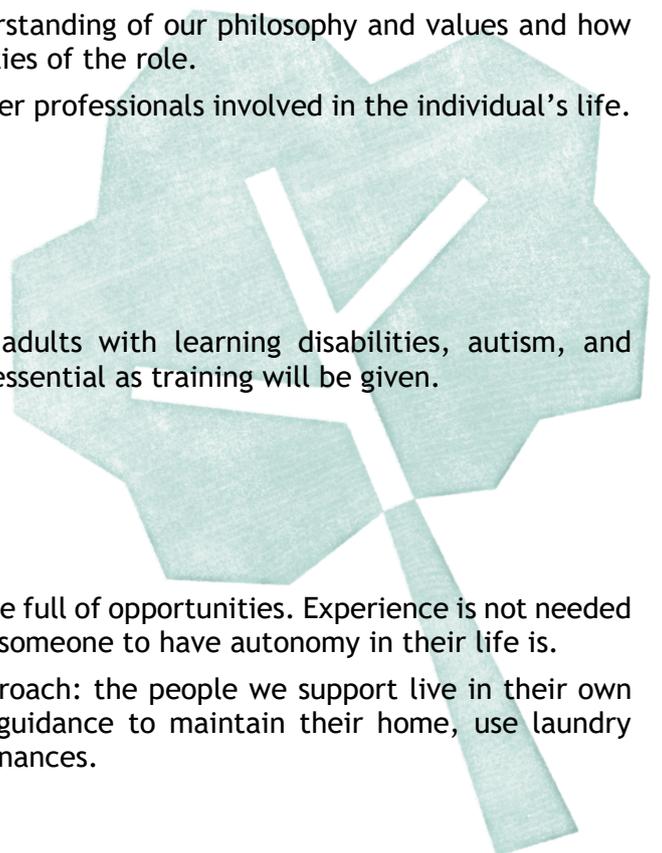
## Person Specification

### Knowledge & Experience

- You will preferably have experience of supporting adults with learning disabilities, autism, and distressed behaviours/emotions. However, this is not essential as training will be given.
- Driving license is desirable, but not essential.
- Sleep ins are required for this role.

### Personal Attributes

- You will have a desire to support people to achieve a life full of opportunities. Experience is not needed but an understanding of the importance of supporting someone to have autonomy in their life is.
- You'll have a supportive and encouraging natural approach: the people we support live in their own homes or shared houses and will need support and guidance to maintain their home, use laundry equipment, cook, plan shopping and look after their finances.



- You'll have a creative spirit and be keen to help arrange local and community-based events with the people we support e.g. coffee mornings, film clubs.
- You crave the autonomy and freedom to provide true person-centred support: the people we support all have differing needs and wants; you are instrumental in making it happen!



- You want to become a real part of someone's life and be able to support them in all their activities.

- You have a passion for helping others live a fulfilling and interesting life.

- You like being involved in the activities of people you support: many of the people we support have interests such as swimming, crafts, socialising.

### Education

- You'll have a good general education, good numeracy and literacy skills; it's not essential for you to have any qualifications as we will support you in gaining these.
- You will have a general knowledge of IT skills.

**Camphill Village Trust is an equal opportunity employer.**

Camphill Village Trust is committed to safeguarding and promoting the welfare of all adults who use our services and as such expects all staff and volunteers to share this commitment. Successful applicants will be required to complete the relevant pre-employment checks including a DBS check.

**We reserve the right to close this advert early if we receive a sufficient number of applications.**



## Key Employment Terms

- **Salary:** £12.55 per hour.
- **Location:** Delrow Community in Watford
- **Hours:** 37.5 hours per week
- **Holiday entitlement:** 25 days annual leave statutory plus bank holidays.
- 45p per mile for all work journeys is provided.
- Sick pay entitlement after 1 month.
- Standard auto-enrolment pension scheme, with the option to contribute 10% of gross salary for a 6% contribution by the employer.
- Employee assistance scheme that is also available to your immediate family.
- Death in Service benefits: payments made to your beneficiaries should the unthinkable happen.
- Once you join us, you'll be eligible to benefit from "Charity Discounts" where you can enjoy reductions from lots of differing retailers and service providers.
- The appointment is subject to a 6-month probation period.

