



# Alderwood

## Living & Learning with Autism

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**Alderwood residential school/homes are for children and young adults with complex Autism Spectrum Disorders, learning disabilities and challenging behaviours. There are two located in Rushden and one located in Irchester. All provisions are located close to the A45 to the east of Wellingborough, Northamptonshire.**

### **JOB TITLE – CARE/LEARNING SUPPORT**

**DUTIES:** You will be part of a team of carers supporting up to six residential children/young adults with severe and complex Autistic Disorders. You will be involved in the delivery of agreed care and learning plans; lead and support a variety of leisure activities, including trips out into the community, planned as appropriate for the individual resident. You may occasionally be required to accompany clients with a staff group to the Alderwood holiday caravans.

You must be capable of taking responsibility for the general well being of the client, including domestic and catering duties. The post will also involve working in the (on site) classroom supporting the client in educational tasks.

All Care/Learning posts are responsible for maintaining the consistent use of the structured support system (TEACCH) that functions within all home/schools for each individual resident. The post will involve assisting in the monitoring, recording and assessment of the individual resident and their welfare, writing up logs and reports when necessary.

The post holder will be responsible to the Registered Manager, Deputy Manager, Senior Shift Leaders and Shift Leaders.

**SALARY RANGE:** Hourly rate £7.72-£8.23 (£14,665.20-£15,623.40 per annum) scale point depending on experience/qualifications.

**HOURS:** 36.5 hours per week shift work.

**SHIFTS:** 7.15 a.m. – 2.30 p.m. / 2.15 p.m. – 9.30 p.m. spread across the week with alternating one weekend on and one weekend off.

**CONDITIONS:** 33 days annual leave (taken by agreement with Registered Manager).  
Company pension contribution @ 3.0% of salary after 3 months (full time staff only).  
Car share allowance.

**It is Alderwood Policy that any full time employee should not be employed by any other organisation either in a paid or voluntary capacity whilst employed by Alderwood.**

**This is a highly responsible job caring for vulnerable and challenging children and young adults.**

## **PERSON SPECIFICATION – CARE/LEARNING SUPPORT**

### **Skills and Knowledge:**

Understand the needs and rights of people with disability.  
Demonstrate an understanding of the behaviours and the learning difficulties associated with Autism.  
Be able to support the client with domestic duties.  
Be patient, resourceful and level headed in coping with challenging behaviours.  
Effective communication skills; written and verbal.  
Be able to liaise with relatives, colleagues, professionals and other external agencies.  
Be able to participate in hand over meetings and use written procedures as required.  
Be able to work cooperatively within a team.

### **Personal Characteristics:**

To be sensitive to the special needs of the client group.  
To be able to maintain confidentiality.  
Show initiative, flexibility and be calm in a crisis.  
Show a willingness to learn.  
Willingness to participate in supervision and appraisal.  
Be committed to develop further skills and understanding of care provision in general and autism in particular by attending training programmes both in house and external.  
Be physically fit to cope with demanding and challenging clients.  
Be reliable, positive and punctual.  
Be able to work shift patterns.  
Preferably have own transport.

### **Experience:**

Previous experience in a care setting or similar is desirable.  
Have some experience with children, young people or adults with learning difficulties.  
Have worked within a bona fide organisation (care/education/health).  
Relevant qualifications an advantage e.g. NVQ level 2 in Health and Social Care or a relevant BTEC National Diploma.  
Have full and verifiable employment history that shows consistency (please note that agency working alone is not normally acceptable for this post).

**NB:** All staff prior to appointment must be cleared through the Criminal Records Bureau (enhanced). All appointments are made subject to two satisfactory professional references. All applicants must be 18 or over. In order that Alderwood complies with the Asylum & Immigration Act 1996, if you are called for interview we ask that all of our job applicants supply us with documentation which confirms their eligibility to work in the UK. If you require a list of acceptable documentation kindly contact the head office. All successful applicants will be subject to a six month probationary period.

**April 10**

**Alderwood LLA Ltd. Registered in England No. 3876881 Dcsf No. 928/6068  
Directors: JS Wadlow, RS Wadlow & AS Roberts**