

Role: Support Worker

Join the team and be part of an organisation passionate about making the UK the best place for people with a learning disability to live happy and healthy lives.

What you will do

As a Support Worker you will be expected to provide an outstanding level of support that will help to ensure the people we support live a more comfortable, dignified, liberated and happy life. You will have excellent communication skills and be a naturally caring and patient personality.

Typical responsibilities may include:

- **Supporting people to live independently** – budget management, paying bills, housework, organising appointments and cooking delicious healthy meals.
- **Excellent communication skills and relationship building** – supporting the people we support to understand the world around them and promoting positive relationships .
- **Community and social Inclusion** - supporting individuals to access and participate in their local community and social events to promote life skills and individuality.
- **Personal care** - helping people to get ready for the day. This may include prompting the people we support to take their medication and assisting with bathing, showering and using the bathroom. Not all Support Worker roles include high levels of personal care.

Watch [a short video](#) to find out a bit more about what life as a Support Worker is like.

What you will bring

Duties will vary depending on the personal needs of our service users however, as a Support Worker you should have:

- **energy and enthusiasm** to provide an outstanding level of support with daily tasks like cooking, cleaning, going shopping, travelling and taking part in activities in the community.
- excellent communication skills which help people understand the world around them and prompts positive relationships.
- **a naturally caring and patient personality** ensuring the people you support feel liberated, happy, and are treated fairly, with respect and dignity . Responsibilities may include helping people use the bathroom take medication and assist with bathing, although not all Support Worker roles involve personal care duties.
- **great organisation skills** to keep accurate records, carrying out all recording and reporting in a person-centred, factual manner. You'll also help people live independently by supporting them with things like budget management, paying their bills and organising appointments.
- **the ability to work safely** and ensure contractual and regulatory compliance so our clients can trust, feel safe and have confidence in the support we provide.

In addition, as the role of a Support Worker can be challenging at times, it is essential to have a positive mind-set with a desire to improve the lives of those with a learning disability. You will need to be quick thinking with a positive can-do attitude.

Your experience

At Mencap, we value a diverse and inclusive workplace and we intentionally plan for the success of our colleagues in everything we do.

We welcome applications from everyone, so come as you are and join us. Together we are Mencap!

We are proud to be a Disability Confident Leader and welcome applicants with disabilities to apply for all roles with us. To find out more about the scheme please [visit the directgov website](#).

*All roles are subject to an enhanced DBS check and suitable references.

More information about the role

At Mencap we work in partnership with people with a learning disability. We do this by providing high quality, flexible services that support people, including young adults, to live as independently as possible in their own homes and in the community.

Everyone wants a purposeful job - to do something meaningful. At Mencap, we can give you that. You will have opportunities to develop as a person, colleague, leader and activist.

You'll make new friends and feel inspired to reach your potential. We will ask a lot of you - but you'll get back so much more. With us, it is never 'just a job'.

In return for your hard work and passion, we can give you real meaning and purpose in your work.

What Mencap will give you

As well as knowing that what we do is making a positive difference to people's lives, you will receive fair pay and have access to a wide range of rewards and benefits as one of our employees.

- 24 days holiday plus bank holidays
- Annual leave increases with long service up to 27 days per year plus the ability to buy up to another 10 days via our HolidayPlus scheme
- Service related sick pay when 6 month probation is completed
- Pension contributions into NEST Scheme on a salary sacrifice basis meaning NI savings
- Death in service life cover for a nominated beneficiary under our life assurance scheme
- Loans for debt consolidation, bikes, computers and phones when you have been with us for 6 months
- Interest free season ticket loans
- Discounts and cashback from 3% to 30% at high street shops including major supermarkets, cinemas, gyms, leisure /theme parks, holidays and much more via Mencap Extras
- Opportunity to purchase a health cash plan to claim towards dental, glasses, therapy etc.
- Free access to round the clock employee assistance program for advice and support
- Quarterly award scheme and recognition at every 5 years through our YouRock program
- Access to award winning training and development

*T&C's apply based on contract

How to apply

Please apply with an up to date CV that demonstrates your skills and experience relevant for this position.

If you require any further information please contact our Recruitment team on 01733 246699.

Mencap's values and how they apply to this role



We are PASSIONATE about making the world a better place

You will have a genuine passion for changing the lives of young people and supporting their transition into work.



We are INCLUSIVE of everyone

You will advocate for inclusion in the workplace and be a positive role model for learners.



We are BRAVE we challenge and try new things

You will encourage learners to try new things and step out of their comfort zone, being brave when faced with challenges.



We are POSITIVE in our work with each other

You will highlight and celebrate how unique each learner is. You will positively approach their journey to employment.



We are KIND to everyone

You will be kind, supportive and encouraging to everyone you interact with.