

### Overview

As a support practitioner, you will support people to live the life they choose.

By following each person's unique support plan, which details the specific personal outcomes that we're aiming to achieve together, you will recognise and build on people's strengths to encourage positive risk taking – helping foster choice and control.

Your holistic approach and excellent interpersonal skills will mean that you provide practical support and encouragement across all aspects of people's everyday lives, including support with relationships, mobility, medications, meals, emotions, personal care, money and budgets, health and wellbeing, communication, planning for the future, participation in sports and leisure activities, and any other aspect of life that is recorded within someone's support plan.

Your empathetic nature will understand that we're all unique individuals needing support with different things at different points in our lives.

### Responsibilities

Create, update and regularly review support plans to ensure that they are always current and based on the evidence and opinions available. Use problem-solving and creative thinking skills to suggest changes, improvements and innovations that could increase people's choices and expand their social networks. Work interdependently by building and maintaining effective professional relationships with families, friends and other professionals. Advocate on behalf of people, liaising with statutory and voluntary organisations, and linking people into community groups and support networks. Follow agreed human-rights-based processes and systems to ensure that everyone has access to the right information at the right time to make the right decisions, including completing electronic records, file notes, risk assessments, incident reports and recording sheets. Effectively manage your time and workload.

This list is by no means exhaustive but gives a flavour of the responsibilities undertaken by support practitioners. People's lives are dynamic and so good support work means that your daily duties will flexibly adapt to meet people's agreed personal outcomes. We do not work alone, but interdependently with many others, so there will always be a manager available for you to discuss all aspects of the support you are providing.

### Training & Qualifications

As a support practitioner, you are required to maintain appropriate professional registrations and achieve relevant qualifications. We will offer you guidance and support with this.

### What makes a great support practitioner?

Successful support practitioners come from different backgrounds and have a range of experiences, but all share our values of respect, interdependence, choice, control, openness and honesty. In our eyes, the best support practitioners are warm, open, honest, resilient, respectful, patient, positive, empathetic and well-motivated team players who are creative thinkers and excellent problem-solvers.

### Your benefits will include:

- Salary enhancements up to £23,007 (£11.77/hr) based on qualifications and length of service.
- A permanent contract, working either full-time (37.5hrs/week) or part-time hours.
- Time and a half payment for hours worked over 37.5 hours per week (averaged over the month)
- Anti-social hours payment of up to £1092 when undertaking waking night shifts (11pm-7am).
- A comprehensive induction, continual professional development including SVQ qualification which is paid by Carr Gomm and career progression opportunities.
- 35 days' holiday per year, increasing to 40 days on length of service.
- Sell back annual leave scheme.
- Recommend a Friend Scheme (T&Cs apply).
- Enhanced maternity, paternity, adoption and sick leave.
- A Defined Contribution pension scheme, with incremental employer contributions.
- Membership to Lifeworks, an employee well-being and perks platform.
- Membership of a credit union.
- Cycle to work scheme.
- Discounts with leading hotels, and more!