



**Creative Support Ltd, Head Office**

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## Relief Support Worker

**Reference: 89131**

### Market Harborough LD Complex Needs Service

Thank you for your interest in the above post, please find the specific role requirements and duties for this post detailed within this document. When completing the application form you may submit additional documentation, however we cannot accept a CV as a completed application.

**Closing Date: 17 October 2025**

Once you have submitted your application form allow *7 working days* after the closing date for a response. Please return the application form by email to [recruitment@creativesupport.co.uk](mailto:recruitment@creativesupport.co.uk) or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours Faithfully,

**Recruitment Department**

**All applicants are subject to enhanced DBS checks.**

**INVESTORS IN PEOPLE®**  
We invest in people Gold



**Stonewall DIVERSITY CHAMPION**



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## **JOB DESCRIPTION – RELIEF SUPPORT WORKER**

### **Market Harborough Learning Disabilities and Complex Needs Service**

**Accountable to:** Registered/Service Manager and other senior colleagues

#### **The Role:**

To provide individualised person centred support for people with learning disabilities and complex needs, behaviours which challenge in the Market Harborough, Leicester area, enabling them to enjoy a fulfilling and valued life, to participate in the community and to develop their abilities as fully as possible.

#### **Main Duties:**

1. To develop and sustain warm and trusting relationships with service users.
2. To promote the self-esteem, happiness and emotional health of service users.
3. To respect the service user's right to privacy and to ensure that their dignity is maintained at all times.
4. To encourage and support service users in expressing their needs, views and concerns. To enable service users make choices and decisions and to participate as fully as possible in planning and decision-making processes.
5. To respect and promote the rights and entitlements of people with learning disabilities and complex needs and to enable them to participate as fully as possible in their communities.
6. To support service users in maintaining the safety, security and comfort of their homes.
7. To support service users in understanding and adhering to the terms and conditions of their tenancy agreement and in enjoying the rights and responsibilities of being a tenant.
8. To be responsive to the individual needs of service users within the framework of their Person Centred Plans and to respond flexibly to changing needs.
9. To enable service users to become as independent as possible and to grow in confidence, competence and personal effectiveness in the following areas:
  - Social skills/relationships
  - Personal care & hygiene
  - Daily living skills
  - Using community resources and facilities
  - Social, leisure and work activities
  - Self-organisation and coping abilities
  - Personal safety

To achieve this through the provision of practical assistance, support, therapeutic recreation and education sessions, teaching, advice, role modelling, encouragement and positive feedback.

10. To support people who express their frustrations and needs through challenging behaviour by using appropriate strategies and intervention frameworks as specified by the Person Centred Plan.

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11. To work within agreed management protocols and guidelines for individuals with learning disabilities, complex needs and autistic spectrum disorders.
12. To complete CITRUS training including both understanding both Breakaway and Physical Intervention techniques and to renew this training as and when required.
13. To ensure that service users receive all necessary advice, care and regular health checks to ensure their physical health and wellbeing. To promote nutrition, relaxation, exercise and a healthy lifestyle.
14. To support service users in claiming their full benefit entitlement, budgeting and managing their personal finances.
15. To support service users in developing a socially valued lifestyle which includes a varied range of culturally and age appropriate experiences, building on the strengths, interests and aspirations of the service user. To enable people to access social, leisure, work and educational opportunities.
16. To enable service users to access developmental opportunities, new experiences and challenges, whilst not being exposed to unacceptable risks.
17. To assist service users in the administration and monitoring of prescribed medication in accordance with the Scheme's Medication Policy.
18. To observe and monitor the service users' emotional and physical wellbeing and to inform relevant staff and agencies of any concerns or significant changes in their needs, behaviour and circumstances.
19. To take appropriate action in the event of unforeseen emergencies, ensuring that the Service Manager is informed promptly.
20. To follow Health and Safety guidelines carefully and to alert the Service Manager immediately of any concerns in relation to Health and Safety issues.
21. To contribute to project records and individual case files.
22. To carry out and record all financial transactions involving service users within agency guidelines.
23. To carry out general administrative duties, housing management tasks and services as required.
24. To contribute to service users' reviews, through the provision of verbal and written reports and by attending Support Planning meetings.

**Other:**

25. To notify Line Manager of planned whereabouts and to submit accurate timesheets weekly.
26. To provide regular verbal and written reports to colleagues.
27. To accept support, supervision and guidance from senior colleagues.
28. To carry out all work in a manner consistent with the aims of the project and the service principles adopted by Creative Support.

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- 29.** To comply with and to implement the Equal Opportunities Policy.
- 30.** To maintain confidentiality at all times, in accordance with the agreed policy.
- 31.** To undertake specific specialised training identified to enhance on team expertise, of working with people with learning disabilities, complex needs and autistic spectrum disorders.
- 32.** To identify training needs in discussion with Line Manager and to attend training events and courses as required.
- 33.** To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- 34.** To take on the role of shift co-ordinator when required.
- 35.** Any other duties as required.

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**PERSON SPECIFICATION – RELIEF SUPPORT WORKER****Market Harborough Learning Disabilities and Complex Needs Service**

|           | <b>QUALITIES REQUIRED</b>                                                                                                                   | <b>How Assessed</b>     | <b>Essential /Desirable</b> |
|-----------|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------|
| <b>1</b>  | Ability to demonstrate a warm, person centred and affirmative approach to people with learning disabilities and complex needs               | Interview               | Essential                   |
| <b>2</b>  | Good written and verbal communication skills and ability to listen sensitively to others                                                    | Interview               | Essential                   |
| <b>3</b>  | Ability to demonstrate basic insight and understanding into the needs of people with learning disabilities and complex needs                | Interview               | Essential                   |
| <b>4</b>  | Ability to work constructively and co-operatively as part of a team                                                                         | Interview               | Essential                   |
| <b>5</b>  | Ability to work safely and responsibly without direct supervision in service user's own homes                                               | Interview               | Essential                   |
| <b>6</b>  | Ability to demonstrate initiative, self-motivation and resourcefulness                                                                      | Interview               | Essential                   |
| <b>7</b>  | Ability to liaise in a professional manner with other agencies and to work in a positive way with the families and friends of service users | Interview               | Essential                   |
| <b>8</b>  | Understanding of the person centred aims and principles of Creative Support and ability to put these into practice                          | Application & Interview | Essential                   |
| <b>9</b>  | Ability to demonstrate respect for difference and diversity                                                                                 | Application & Interview | Essential                   |
| <b>10</b> | Ability to provide emotional and practical support to service users                                                                         | Application & Interview | Essential                   |
| <b>11</b> | A non-judgmental, accepting approach to working with people who may be challenging and the ability to cope in a mature way                  | Application & Interview | Essential                   |
| <b>12</b> | Ability to work in a calm, patient and tolerant manner at a pace appropriate to the needs of the individual                                 | Interview               | Essential                   |
| <b>13</b> | Ability to enable people to enjoy developmental opportunities without being exposed to unacceptable risks                                   | Interview               | Essential                   |
| <b>14</b> | Experience of providing care, support or other services to people with support needs                                                        | Application & Interview | Essential                   |
| <b>15</b> | Experience of supporting people with learning disabilities and complex needs                                                                | Application Form        | Essential                   |
| <b>16</b> | Life experience and confidence in relating to people from a wide variety of backgrounds                                                     | Application & Interview | Essential                   |
| <b>17</b> | Possession of NVQ or other relevant social care qualification                                                                               | Application Form        | Desirable                   |
| <b>18</b> | Willingness to work flexible hours according to needs of agency and service users                                                           | Interview               | Essential                   |
| <b>19</b> | Willing to accept feedback and guidance and to be accountable to colleagues and managers                                                    | Interview               | Essential                   |
| <b>20</b> | Willingness to attend training courses and events                                                                                           | Interview               | Essential                   |
| <b>21</b> | Possession of a clean and valid driving license and access to a vehicle                                                                     | Application & Interview | Essential                   |

## **TERMS AND CONDITIONS – RELIEF SUPPORT WORKER**

### **Market Harborough Learning Disabilities and Complex Needs Service**

#### **Pay Structure:**

£12.30 per hour plus accrued holiday credit.

#### **Hours of Work:**

As required

#### **Holidays:**

You will receive paid holiday hours in respect of holidays which have been accrued. Payments will be calculated as an average, using hours worked over the preceding 12 week period up to a maximum of 180 hours (24 days) per holiday year. Holiday pay is not automatically given and these must be requested.

#### **Probationary Period:**

The first four months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

#### **Sickness Policy:**

You will not be entitled to company sick pay.

#### **Disclosure Checks:**

All appointments will be subject to DBS enhanced disclosure and ISA checks.

#### **Sona:**

It is mandatory for all bank staff to sign up for the Sona app which is used to advertise available shifts.

#### **Sponsorships:**

We are unable to offer any Skilled worker visas for any relief/ bank posts. This is because the Home Office require individuals to have a set annual earnings threshold of over £21,000 per annum and we are unable to guarantee hours on an ad-hoc basis.

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