



Outreach Sessional Worker – Job Description

Base:	Moray, IV30 6DP
Responsible to:	Team Leader & Services Manager
Salary:	£10.02 – £11.52 per hour (depending on experience)
Hours of work:	Hours available between 8am & 9pm, 7 days per week (evening & weekend availability essential)
Annual Leave:	Accrued up to 36 days per year

Main Purpose:

To assist in the provision of a high quality, safe, secure and stimulating environment and support, offering practical and emotional support to autistic and neurodivergent individuals within the community, their homes, education & employment settings throughout Aberdeen & Aberdeenshire. Access to and use of your own car is essential for this role (mileage reimbursed).

You will have the ability to be part of a caring and motivated team, as well as work on your own initiative and on your own with people you support. Travel throughout Aberdeen and Aberdeenshire will be required. It is essential you can work creatively, collaboratively and can communicate with individuals using a number of channels, as well as colleagues, external professionals, and family members and carers.

Our core values guide how every person in our organisation works:

- **WE ARE INNOVATORS** - We are not afraid to try new ideas or approaches. We welcome change and creativity.
- **WE ARE HUMAN RIGHTS LED** - We will protect and honour the human rights of all people. Treating all with respect, dignity and compassion.
- **WE ARE THOUGHT LEADERS** - We are ideas people. We nurture the skills, knowledge and ideas of our staff, families, fellow professionals and most importantly those we support to help inform, develop and improve our practice.
- **WE VALUE RELATIONSHIPS** - We are person centred in our approach. Relationships are key to what we do.
- **WE ARE INFLUENCERS** - We influence policy and procedure to improve access to support and services, including education and jobs. We strive to build awareness and understanding about our organisation, autism and neurodiversity.
- **WE ARE PASSIONATE** - We believe every child, young person and adult has the potential to shine bright. We believe magic can be created every day.

Responsibilities:

❖ Implement programs of meaningful developmental, leisure and recreational activities for each person, enabling them to acquire independence, whilst encouraging them to integrate within their community.

- ❖ Provide person-centred, outcome focused support to autistic & neurodivergent children & adults in their own homes & within the local community throughout Moray.
- ❖ Foster positive and supportive professional relationships with the people you support, their carers and families, and other professionals where required.
- ❖ Provision of physical and hygiene assistance and care to children and young people as may be necessary, enabling and supporting them to maintain their personal hygiene, appearance and dignity.
- ❖ Enable and support children and young people to eat and drink where required.
- ❖ Supporting individuals understand and develop replacement coping strategies and behaviours, supporting the management of aggressive, self-injurious and abusive behaviour (CALM behaviour support).
- ❖ Maintain accurate and regular recording of support, actions, strategies and outcomes (GIRFEC, Outcomes Star).
- ❖ To assist, where required, in the assessments, contributing to reports.
- ❖ Become familiar with A-ND health, safety and fire regulations, ensuring they are implemented and followed in line with National Care Standards and SSSC Code of Practice.
- ❖ Ensure that matters concerning individual and their families are kept strictly confidential.
- ❖ Report any areas of concern or risk to the Team Leader, Services Manager or where appropriate, Chief Executive Officer, in line with Child & Adult Protection Procedures.
- ❖ To attend staff meetings and participate fully in training requirements.
- ❖ To maintain confidentiality for the A-ND and its staff.

Person Specification:

Essential -

- ❖ Driving Licence
- ❖ Access & Use of car
- ❖ Caring, committed and compassionate
- ❖ Active interest in supporting children and/or adults
- ❖ Active interest and willingness to understand Autism and Neurodiversity
- ❖ Good communication skills both written and verbal
- ❖ Ability to work effectively in a team
- ❖ Ability to work on own initiative due to the level of lone working
- ❖ Understanding, commitment and promotion of Equality and Diversity
- ❖ Ability to maintain confidentiality
- ❖ SSSC registration is required within 3 months of employment
- ❖ Basic computer skills and ability to learn and work with new systems.
- ❖ Commitment to personal and professional development

Desirable -

- ❖ First Aid qualification
- ❖ Child Protection training

- ❖ Relevant professional qualification at level SCQF level 7 or above (e.g. SVQ Care 3 & HNC)
- ❖ Experience of Autistic Spectrum Conditions (personal or professional)
- ❖ Experience and/or understanding of third sector
- ❖ Knowledge of GIRFEC, SHANARRI & UNCRC

The above list is intended to give an indication of the range of activities that can be undertaken and is not exhaustive.

To apply, please submit your C.V. together with covering letter, explaining how you meet all essential criteria to pearl.begbie@a-nd.org.uk

The selection process will include seeking two suitable references (only requested if successful) and an application to the PVG Scheme.