



Are you looking for a new and interesting job?

This is not your average Support Worker role!

Role: Session Support Worker (full time position only)

Salary: £24,825 (per annum)

Hours: Monday-Friday, 9.00-5.30 (37.5 hours per week)

Closing Date for applications: TBC

Nickel Support is a unique, not for profit, award-winning and growing organisation! In particular, we are looking for wonderfully creative, caring, dynamic and energetic individuals who would be interested in being a ***Session Support Worker***, with a difference!

More About Us... We support over 100 adults with learning disabilities living in Sutton and surrounding boroughs, providing them with fantastic opportunities for training and progressing towards paid employment. At Nickel Support we pride ourselves on being unique and offer a different way to enhance the lives of the adults we support with learning disabilities and/or autism. Our truly person-centred approach enables us to strive for the best for every individual we work with, offering the opportunity to have real purpose in their lives, and ultimately leading to a more fulfilled life.

Our vision is for every person with a learning disability to have a purposeful and fulfilled life.

Running alongside our main service is Interestingly Different, a homeware and gift shop with a difference, based in Carshalton. We sell both locally in-store, as well as online through our website, www.interestinglydifferent.co.uk, reaching customers across the UK. Our range includes beautifully upcycled furniture, hand-designed homeware, and a selection of delicious jams and chutneys. Everything we sell is created in-house by our Trainees, supported by our dedicated and skilled team.

We also run a successful coffee shop, Beans and Bloom, located in the historic Whitehall Historic House in Cheam. Here we serve high-quality barista coffee alongside delicious food. This social enterprise provides meaningful, real-world hospitality training opportunities for

adults with learning disabilities, helping them to build confidence, skills, and pathways into employment.

A Typical Day...*Based in our Carshalton or Cheam Hub, a typical day is very varied - you could be supporting an up-cycling furniture session in the morning, jumping into an exercise or mindfulness session in the afternoon - or even spending the afternoon in our weekly pop-up cafe, with full training given in all areas. We believe this is the exciting and unique aspect of Nickel Support and it certainly makes it an interesting place to work!*

Benefits...*Aside from the fulfilment of doing a job you love, there are numerous other benefits for working at Nickel Support. This includes London Living Wage, ongoing career development training, personal development training, 10% discount in our social enterprise shop, a company pension and, most importantly, the knowledge that you are making real tangible changes in the lives of people with learning disabilities and/or autism.*

New Career? *Although we welcome applications from people who have experience in the field of learning disabilities, we have a number of staff who have transitioned from other careers, such as retail, hospitality and other areas of social care. We see this as a potential real asset to Nickel Support, as it means that we can welcome a whole new set of skills through the door. If you are kind, energetic and care about making a difference, then please do think about trying something new ... this could be the job you never knew you wanted, but could be exactly what you are looking for.*

As someone who moved from a long career in Retail to Nickel Support, our Enterprise Manager spoke from his own experience when he said *“Having managed and worked in retail for over 20 years, I felt that I had a skill set that could be used to do something more meaningful and with a purpose, and then an opportunity came up to join Nickel Support. I now consider myself lucky to work with a group of individuals who continue to amaze me on a near daily basis, and it is a joy to watch their skills and confidence grow.” (Dave Buck, December 2024)*

Application: *If this job sounds of interest to you, please read our Job Description and Personal Specification. If you believe you meet our requirements, please fill in our Application Form. All of these documents can be found on our website - www.nickel.org.uk Any queries, please contact our HR Manager – HR@nickel.org.uk*



Nickel Support - Job Description

Job Title: Session Support Worker

Locations: 16 The Parade, Beynon Road, Carshalton, Surrey, SM5 3RL and 38 Upper Mulgrave Road, Cheam SM2 7AZ - you could be based at either or both of these.

Hours of Work: 9-5.30 (37.5 hours per week)

Salary: £24,825 (per annum)

Full Time only

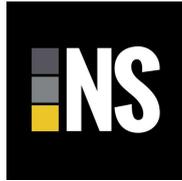
Overall Purpose of the Job:

Supporting adults with learning disabilities on a 1:1 basis and in a group setting to develop skills and confidence utilising the three pillars of support; health, relationships and employment.

Main Duties and Responsibilities are to:

1. To assist the Support Worker leading a session by ensuring you have a strong understanding of what is happening in the session by reading through the session plan prior to the start of a session.
2. To conform to all policies, procedures and guidelines laid down by Nickel Support in respect of carrying out these care duties and in other administrative aspects of the business, as relevant.
3. When required, to take the lead in any session as directed by your Line Manager.
4. To take part in staff meetings and in training activities as directed.
5. To carry out accurately, and in a competent manner, instructions from managers, adhering to the care plans of individual Trainees.
6. To actively talk to and listen to our Trainees, allowing for their personal choice.
7. To be familiar with Nickel Support's Health and Safety Policy and to promote safe working practices. To ensure full compliance with infection control procedures following company policy.

8. Be aware of the vulnerability of the people we support and be alert to the potential for abuse. To follow agreed local and national procedures for recognising and reporting situations that may put someone at risk or cause harm.
9. Ensure the general wellbeing, safety and security of everyone who uses the service by continually assessing risk and following up on issues and concerns.
10. To develop positive working relationships with team members in any service you work and to carry out work in a way that provides support and encouragement to all team members.
11. Assist in the highest possible standards with regard to quality of life including those Trainees who represent a challenge to the service.
12. Provide a very occasional amount of personal care for Trainees, as appropriate, which may involve washing, dressing, toileting, intimate care, lifting (in accordance with health and safety guidelines).
13. To report and record any accident or incident which may occur – no matter how minor, whether to the Trainee or carer.
14. To report immediately to management any noticeable changes in health, behaviour or circumstances of Trainees – maintaining the Trainee's right to privacy and confidentiality.
15. To advise managers of any perceived problems or difficulties experienced with the service provided to Trainees.
16. To make yourself available on a regular basis at an agreed, appointed time to assess and review your personal and professional progress which will be recorded on your HR file, which is available for inspection on request.
17. To advise managers of any ideas which might enhance or improve the level of service delivered to Trainees.
18. To perform such other duties as may reasonably be required.



Nickel Support - Person Specification

Job Title: Session Support Worker

To apply for this job you must be able to demonstrate and state on your application form how you meet the criteria below. Please address in turn as many points as you feel relevant.

ESSENTIAL:

Qualification/ Experience

1. Understanding and commitment to learning about the needs and rights of people with learning disabilities
2. Skills from previous roles which could be transferable into this role.

Knowledge/skills and competencies

3. Have a positive approach and desire to work with people with learning disabilities in a person centred way which achieves the best outcomes for people
4. Show kindness and to care about making a difference
5. Happy to be creative, dynamic and energetic
6. Be able to work on your own as well as part of a team
7. Ability to communicate in an effective and adaptive way
8. Be flexible and proactive in your approach to work
9. Be able to work with someone who needs extra support
10. Ability to quickly adapt to working with new teams and environments, pick up routines and procedures
11. Ability to handle difficult situations and challenging behaviour in a professional way
12. Report writing

13. Awareness of Health and Safety and potential hazards

DESIRABLE:

14. Full, clean British driving licence