

JOB & PERSON SPECIFICATION



JOB DESCRIPTION

Job Title:	Enablement Worker
Service:	Mildmay House – Liverpool
Reports to:	Service Manager
Responsible for:	N/A
DBS check	Enhanced with Adults and Children Barring list check

Job Purpose:

At Saha we are dedicated to providing comprehensive, good quality housing services, support and resettlement, for people who have recently experienced homelessness and who are in need of support and accommodation.

Mildmay House works to enable the growth of people's strengths and talents supporting them to develop their skills and resources to transform their lives overcoming barriers such as alcohol and drug dependences, and enable independent living

The Enablement Worker will engage creatively with people who have multiple and challenging complex needs who have experienced long periods of homelessness, rough sleeping, substance use and enduring long term mental illness to identify, and enable the growth of their strengths and talents, working with them to develop the skills and resources to transform their lives and enable independent living

Main duties and responsibilities:

- Deliver high quality effective, timely and person centred assessments for allocated clients to identify and prioritise needs.
- Provide support to clients in order to manage personal care needs e.g. personal hygiene.
- Contribute to the prevention and management of abusive and aggressive behaviour.
- Develop services specifically focusing on reducing the number of drug and alcohol admissions to emergency services.
- Pro-actively work with external agencies in the interest of addressing anti-social behaviour in the wider community.
- Work closely with the staff at partner agencies (e.g. GP's or drug agencies) to develop shared care strategies.
- To develop and facilitate harm reduction sessions for clients both with workers from within the team and from other agencies and professionals.
- Pro-actively address deterioration in physical and emotional wellbeing, isolation and exclusion.



- Ensure that all relevant agencies are involved in the support process to avoid duplication of support offered.
- Implement flexible appointment systems that can accommodate chaotic lifestyles.
- Provide simple, quick access to services for clients at the time they are required.
- Ensure the standard of accommodation and grounds are of a consistently high level through communication and practical means. This includes assisting with clearing clients' rooms, identifying and reporting repairs and maintaining equipment to high standard.
- Ensure the security of the project is maintained at all times.
- To undertake administrative duties and domestic tasks when required.
- Undertake Mainstay assessments for individuals requiring housing assistance
- The post holder may be required to work outside of normal working hours on occasion of which time off in lieu will be given.

Related activities:

- Participate in essential training, role related training and to work in accordance with all relevant Saha regulations including, for example the Code of Conduct, Equality, Diversity and Inclusion, Safeguarding, Health and Safety and Information Security.
- Fulfil the role by being adaptable and flexible to the overall activity that is necessary to be successful and effective.
- Fully align with Saha values and behaviours and to adopt an 'advantaged thinking' perspective through language, conduct and behaviour.

PERSON SPECIFICATION

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Aptitudes / Abilities:

- Proactive and self-motivated with a can do attitude
- Demonstrable empathy with the client group
- Confident and capable communicator with the ability to inspire, engage and challenge
- Great verbal, written and influencing skills
- Ability to use a computer, e.g. Microsoft packages and capacity to successfully navigate support packages used by Saha
- Able to be flexible with working hours to accommodate a working rota in conjunction with the needs of the service and team members
- Willingness to take part in outdoor/residential activity on occasion
- Ability and willingness to travel between service locations
- Ability to plan forward, prepare and deliver life skills sessions

Experience / Interests:

- Experience of or knowledge related to working with homeless people
- Experience in a Supported Housing environment (or similar)
- Experience of working with people who have had long periods of homelessness, rough sleeping, substance use and enduring long term mental illness (desirable)
- Proven capacity to deal successfully with difficult and complex situations
- Understanding of wider support and funding facilities available for vulnerable clients
- Experience of supporting vulnerable people or groups
- Capacity to understand individual action plans, personal development programmes and need and risk assessment

Values and behaviours:

To be successful in this job you need to be fully aligned with our values and behaviours. They mean a lot to us. They help define how we should all work and this helps us to stand out from other providers and employers. Please see overleaf.

Saha SPIRE Values

Servant Leadership

We help people thrive

We set high benchmarks with an encouraging and supportive leadership style

Passion

We love our work

We invest in the lives of residents and fight to do better for them

Inclusion

This is a team effort

We provide an environment where everyone has a sense of belonging and feels respected and valued

Respect

We show respect for all

We create a place where residents, colleagues and partners are all encouraged to contribute

Effectiveness

We find a way

We deliver meaningful change and are committed to achieving our objectives

The Four Pillars

Our Practices

Building for and serving customers

Our Places

Investing in decent, safe, and affordable homes

Our People

Being an employer of choice

Our Pounds

Achieving value for money and financial resilience