



Recruitment Pack
Support Worker
Intensive Personalised Support
North West



Healthier, happier for longer, we make lives better

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Welcome & Introduction to the role

Hello and thank you for your interest in the Support Worker role for the Intensive Behaviour Support Team. The team are based at 71 Redgate Way, Farnworth, Bolton, BL4 0JL, with use of other offices available upon request.

ABL is an exciting fast-paced, growing community health organisation. As an experienced, CQC registered, provider of community health services, we are passionate about delivering evidence based, innovative, effective and relevant health care services in partnership with individuals, communities and stakeholders.

Employee Benefits



The infographic features the ABL logo (a heart with a pulse line) and the tagline 'abl a better life' in the top left corner. The title 'Employee Benefits' is prominently displayed in the top right. The benefits are organized into two columns, each with a representative icon: a gift for Birthday Day Off, a calendar for Flexible Annual Leave Scheme, a pregnant woman for Maternity Leave, a group of people for Employee Referral Scheme, an alarm clock for 37.5 hour working week, a bicycle for Cycle to work scheme, hands for Employee Assistance Programme, a syringe for Flu Jabs, glasses for Free Eye Test, a trophy for Staff Awards, a blue light card for Blue Light Card, and a heart with hands for Employee Volunteer Day.

Icon	Benefit Name	Description
	Birthday Day Off	We want employees to feel special as individuals and what better way to do that than giving them an EXTRA day off for their birthday
	Flexible Annual Leave Scheme	The aim of this policy is to offer staff additional flexibility, where possible, in respect of their time off from work
	Maternity Leave	Up to 3 years - 6 weeks full pay 3-5 years - 6 weeks full pay 5 years + - 8 weeks full pay
	Employee Referral Scheme	Any current employee who completes a referral will receive £150 in their pay once the referred colleague passes their probation period.
	37.5 hour working week	ABL wants to offer our employees a good work life balance and therefore from 1 st January 2023 we will be reducing the FTE weekly working hours from 40 hours to 37.5.
	Cycle to work scheme	Save money on a new bike and spread the cost. You could save at least 25% on the cost of your new bike and accessories.
	Employee Assistance Programme	You can contact Health Assured 24/7 for counselling, legal information, bereavement assistance, medical information or CBT.
	Flu Jabs	Each year in the run up to flu season you are able to claim back £10 towards the cost of your flu jab.
	Free Eye Test	Employees who regularly work on a laptop/desktop computer as part of their role, can have the cost of their eye test reimbursed and can apply for £50 towards the cost of their glasses.
	Staff Awards	Bi-Annual staff award days. Quarterly Hero
	Blue Light Card	This comes with a small cost when registering, but offers a huge range of savings in shops, restaurants, for travel and much more.
	Employee Volunteer Day	Employees are entitled to take one day paid leave to take part in volunteering activities

Our History

ABL was founded in 2009 by people who believed they could and should change the world!

As a GP and former teacher, Sheena Bedi and Denise Leslie had first-hand experience of community health services that had failed people, the very people who needed them most. The dynamic pair believed they could provide a different, more flexible approach, by combining their expertise in healthcare, education and experiences of the social and economic problems that held people back. They vowed they would find a way to support and encourage people to lead **healthier**, **happier** lives for **longer**, whatever their background. ABL was born, ABL stands for A Better Life.

ABL knew that if they put people at the heart of the services, stepped in their shoes and experienced life from their perspective then they could start to create a new approach to healthcare.

Taking services into communities; making them accessible and by removing the traditional clinical surroundings and approach, they became more engaging and responsive. By constantly assessing the ABL approach and listening to the people and communities we work with, our services became a truly responsive community healthcare offer.

ABL came to understand that a multi-disciplinary approach worked best, that by creating a shared language with a range of professionals from varied backgrounds we could support the whole person and empower them to really make a difference within their community.

To this day ABL still work and engage in this way, we are working not only to design and develop services that treat and support people who are experiencing health problems, but are dreaming up and creating effective ways that we can educate and empower people to eliminate health issues in the future.

ABL staff believe they can change the world, we all deserve 'A Better Life'. Do you hold these values dear, does our way of working resonate with you, do want to be a part of our team?



ABL Vision & Values

Healthier, happier for longer – we make lives better.

Our organisational values revolve around our passion to make all our services:

- People Powered
- Bold
- Effective
- Thoughtful

People Powered

We place people at the heart of our approach. We listen to their wider experiences and needs and work with them to co-design practical solutions to their problems.



Bold

If we do things the way they have always been done nothing will change. We are passionate about finding new approaches, employing new technologies and engaging with the latest sector research to help communities make long lasting, sustainable change.



Effective

Our success depends on our ability to transform the lives of the people and communities we work with and we pride ourselves on delivering results. Our work is evidence based and we are skilled at delivering on targets and monitoring and recording our impact for all our stakeholders.



Thoughtful

We believe in the value of reflection. By taking time to understand and reflect on 'the bigger picture', we ensure that as an organisation we keep on learning and that our staff and services keep growing and evolving.



Meet the ABL Leadership Team



Denise Leslie (BSc Hons, PGCE) *Chief Executive and Founding Director*

Denise, co-founded ABL with a passion and drive to make a difference to people's lives through innovative community-based healthcare services. Founded in 2009, in a small office in Bolton, the company now delivers positive behaviour change services across the country.



Nick Warnett (BSc Hons, PGCM) *Commercial Director*

Nick joined ABL after working in performance and quality at an NHS commissioning organisation and has experience in designing and commissioning healthcare services for hard to reach groups. Nick was drawn to ABL's passion for making a difference and having a sustained impact on people's lives.



Donal O'Donoghue (MB BCh, BAO, FRCSEd, FRCSEd (Orth) *Medical Director*

Having been enticed by the holistic vision of the company, Donal joined ABL in 2017. Donal is an experienced clinician, senior manager and former NHS medical director. With four young adult children, Donal is passionate about ensuring every child has the support they need to achieve their full potential. Since joining ABL, his focus has been on quality, governance, and performance management.



Paul Richardson (FCA) *Finance Director*

Paul has more than 20 years' experience working with PLCs, SMEs and private equity investors, in social care, construction and the fire and security sectors. Paul has director responsibility for Finance, HR and IT as well as supporting all parts of the business as member of the executive team and main board of directors.



Andy Leslie (BSc Hons, PGCE, NPQH) *Director of Operations and Governance*

Andy has extensive experience in high level management roles at comprehensive schools and academies, predominantly in deprived areas. He ensures ABL services are education and prevention-based and that interventions are based on best teaching practice.

ABL Services

Passionate about and committed to reducing health inequalities, ABL deliver a range of health and wellbeing services across the country including:

Service	Brief Description
Specialist (Tier 3) Weight Management	Multi-disciplinary support including medical, psychological and therapy, nutrition, dietetics and exercise behavior change support. For adults with BMI of 35+ to achieve and sustain long-term weight loss and provide support and referral for Bariatric surgery where appropriate.
Stop Smoking and Tobacco Control	Our stop smoking advisors support smokers for a minimum 12-week intervention. Whilst we support all smokers, we offer targeted support to priority groups including, people with long term conditions, pregnancy, young people and routine/manual workers and include pharmacotherapy.
Community (Tier 2) Weight Management	Support adults with a BMI >25-40 to take realistic, small steps to becoming more active, making positive food choices and goal setting. ABL also offer healthy weight pathways including integrated tier 2, tier 3 adult and family weight management services (in commissioned areas only).
Family Weight Management	Specialist and community family weight management for families and young people. Includes a multi-disciplinary approach with family focused support including nutrition, exercise and behavior change.
Low Calorie Diet Programme	Part of a new NHS programme which provides a low calorie diet treatment for people who are overweight and living with type 2 diabetes. The service supports people to make healthy lifestyle changes, achieving remission wherever possible. The multicomponent programme combines specialist nutrition, psychology, and physical activity support.
Intensive Personalised Support	Our IPS service take a whole family approach to supporting children and young people with a learning disability and/or Autism, who display challenging behaviours. We work with individuals and their families to understand the reasons behind behaviours and implement a co-produced behaviour support plan, with the aim of keeping the child at home and out of long term hospital stays or residential care.
Patient Participation in Prisons	An award winning service facilitating and leading quarterly health care councils in 35 prisons across the North of England, enabling patients to be actively involved in decisions about their healthcare services within their custodial setting.
Integrated Wellbeing Services	We offer realistic and practical support for people to make life long healthy behaviour changes, supporting people to manage their weight, stop smoking, move more, drink less alcohol and falls prevention.
Workplace Health	Supporting workplaces such as museums, hospitals and councils across the North West to understand health and wellbeing needs of their employees. Includes training, nutrition analysis, tailored workplace health packages.

Achievements



We've supported **over 6,000 people** to quit smoking.



We've supported **over 11,000 people** to lose weight.



Over 14,500 of our clients have increased their physical activity.



Over 16,000 of our clients have improved their mental health.



We are awards winning:
Social Impact award,
Growing Business
Awards November 2022.
HSJ Partnership Award in
2020



Co producing pioneering,
innovative research
projects across our
smoking services.



We are Investors in
People Accredited.



We are a Disability
Confident Leader.



ABL Prison Team, collecting their HSJ Partnership Award for their innovative procurement project that gave a serving prisoner a voice in the procurement process of healthcare services.

ABL team collecting their Social Impact Award .



About the role

Job Description

Support Worker- Behaviour/ Psychology/ Mental Health

Job Title:	Behaviour Support Worker
Location:	Bolton (Base), Travel across Northwest
Salary:	£24,518- £26, 518 (pro rata for part time)
Hours:	37.5 hours per week, part time available- evening work expected
Type of Contract:	Permenant
Accountable/Responsible to:	IPS Team Leader
Staff Accountable to Postholder:	None

Role Purpose:

Using the clinical frameworks of Applied Behavioural Analysis, Positive Behavioural Support and Psychologically informed interventions the Behaviour/Psychology/Mental Health Support Worker will work within a multidisciplinary framework, supporting children and young people within a behavioural and psychological service in residential, educational and vocational settings to children, young people and their families with complex needs

Duties and responsibilities:

1. To implement behavioural and psychological interventions as recommended by Clinical Lead . To effectively implement appropriate assessment and intervention methods.
2. To exercise assessment and intervention with clients working alongside other professionals in the multidisciplinary team under the guidance of case Leads and Clinical Leads.
3. To maintain good working relationships with other members of the multidisciplinary team and ensure effective communication through good verbal communication skills and record keeping
4. To attend multi-disciplinary meetings where necessary.
5. To be involved, as appropriate, in the assessment of clients being referred.
6. To share behavioural/psychological advice, guidance and consultation to families, support staff and other professionals under the guidance of Case Leads and Clinical Leads.
7. To manage highly complex information and sensitive situations involving exposure to distressing, traumatic and emotional material, including exposure to behaviours of concern.

8. To communicate in a skilled and sensitive manner, information contributing the assessment, formulation and intervention plans.
9. To continue to develop skills and knowledge through further training.
10. To share advice, consultation and training to families and staff working with the client group across a range of settings, guidance of Case Leads and Clinical Leads, where appropriate.
11. Responsible for the regular use of information technology resources to facilitate communication, to develop clinical assessment and intervention resources.
12. To contribute to the maintenance of the highest professional standards of practice, through active participation in internal and external CPD training and development programmes.
13. To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice.

Standard Information

Information Governance

Employees of ABL Health must comply with the provisions of GDPR and the Data Protection Act 2018. The postholder must not; either during the course of their employment, or following termination of their employment, disclose any information relating to service users or employees, or of the lawful business practices, of the organisation.

The postholder will be required, when and where appropriate to the role, to comply with the processing of requests under the Freedom of Information Act 2000

The postholder must comply with ABL's policies that protect the information assets of the organisation from unauthorised disclosure, modification, destruction, inappropriate access or use. The postholder will be responsible for maintaining the clinical and/or corporate records that fall within the remit of this role to the standards in ABL's records management policies, and data quality processes and standards.

Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the postholder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Safeguarding is Everyone's' Business

ABL has a responsibility to ensure that all children / young people and adults are adequately safeguarded and protected. As a consequence, all ABL's employees, temporary staff and volunteers are required to adhere to ABL's safeguarding policies / procedures in addition to local and national safeguarding policies and to act upon any concerns in accordance with them.

Smoke Free

ABL is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

Training

The postholder must attend any training that is identified as mandatory to their role.

The range of duties and responsibilities outlined above are indicative only and are intended to give an overview of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

Equality, Diversity & Human Rights

It is the responsibility of every person to act in ways to support equality and diversity and to respect human rights, working within the spirit and detail of legislation including the Equality Act 2010 and the Human Rights Act 1998. ABL is an equal opportunities employer and aims to challenge discrimination, promote equality and respect human rights.

Person Specification

Job Title: Behaviour Support Work

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications and experience	Experience of working with children and young people with a Learning Disability/Autism/Mental Health	Experience in supporting Functional/Psychological Assessments Degree in Psychology or related field Evidence of continued professional development Experience of working within a multidisciplinary team	Application Form/ Interview/ Certificates/Assessment.

Skills & Knowledge	Ability to communicate effectively both verbally and in writing at all levels, with individuals, groups, organisations and the public Ability to deal calmly and effectively with conflict Ability to work with groups from different backgrounds and cultures Excellent organisational skills with the ability to prioritise tasks effectively	Sound knowledge of relevant performance frameworks, quality standards, legal and ethical frameworks	Application Form/ Interview/ Certificates/Assessment.
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	<p>and meet deadlines amid a range of competing demands Excellent problem-solving skills and the ability to work flexibly to overcome challenges</p> <p>Ability to collate and analyse data to ensure the effectiveness of service outputs</p> <p>The ability to support the IPS team independently, with the understanding of when to escalate situations</p> <p>Effective computer literacy skills, including use of Microsoft Office</p>		
Job Specific Requirements	<p>Work flexibly and adapt to suit service need.</p> <p>The ability to travel independently across the organisational footprint.</p> <p>Access to a vehicle and a willingness to travel</p>		Application Form/ Interview

How to apply

Application Form

As a *Disability Confident Employer*, we are committed to ensuring that our recruitment process is inclusive and accessible. If you have a disability or learning difficulty which means you are unable to complete an application form, please contact us to complete a telephone assessment. If you feel your disability or learning difficulty prevents you from completing the application form, please contact us to discuss your personal circumstances.

Contact Details

If you have any questions about the role or would like to discuss the post further, please contact:

NAME: Lewis Delvard

CONTACT DETAILS: ldelvard@ablhealth.co.uk