



London's Assisted Semi-independent
Housing Alliance

Email: info@lasha.care

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December 2020,

Dear Applicant,

Application for Floating Support Keyworker – Semi-independent 18+ Leaving care

Thank you for taking the time to apply for the Floating Support Keyworker position here at London's Assisted Semi-independent Housing Alliance (L.A.S.H.A).

We are currently recruiting for the following experienced keyworkers worker positions

- **Floating Support Keyworker**

L.A.S.H.A is a supported accommodation provider for young people leaving care who require the support and skills to become self-sufficient.

We are committed to safeguarding the wellbeing of our young people and therefore you will be required to complete a full application form listing your full work and educational history. Also, you will be required to provide references covering 5 years (if employed during this period).

This position is also subject to a DBS check which you will be expected to meet the cost of either through applying for a new certificate or providing an update service number for checking.

This position is also subject to you having a minimum of 2-year experience in this field in addition to holding a current level 3 qualification in children and young people's workforce, youth work studies, health and social care – including children and young people or equivalent. Should you currently be studying any of these courses or studying at a degree level in a related children and young peoples, youth work, youth and community studies, social work course we also welcome your application.

Please find attached with this letter the following:

1. **Application form**- to be completed fully with no gaps in employment or training. Reference request covering the last 5 years of employment/studies.
2. **Job description and personal specification**- please explain in your application form how you meet the requirements of the personal specification.

We encourage you to apply as soon as possible, should we receive a high level of applications we may close this advert early. We look forward to receiving your completed application form.



Please send completed application forms to info@lasha.care

Kind regards

London's Assisted Semi-independent Housing Alliance

London's Assisted Semi-independent Housing Alliance
(L.A.S.H.A)

Job Description and Specification

Job Types: Sessional/ Part-time/ Full-time

Salary: £10.25 /hour

Provision: Various locations in the community

Job Title:	'The Rising' Floating Support Keyworker (Self employed)
Role	Keywork support
Interchangeable role	Successful applicants are also given the opportunity to also adopt the role of our 'Rising Outreach Mentors' supporting our young people 18-25 in the community with their life-building skills. (All successful applicants are also welcome to cover bank shifts should the availability arise)
Reports to:	Service Manager

Safeguarding	L.A.S.H.A is fully committed to safeguarding and protecting the welfare of all young people and taking all reasonable steps to promote safe practice and protection from harm, abuse and neglect. This post is subject to an enhanced DBS disclosure check as well as the applicant meeting all safer recruitment requirements before any offer of employment is made.
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Main Purpose of Job:	<p>London's Assisted Semi-Independent Housing Alliance is seeking skilled and qualified Key Workers/ Youth workers who are committed to supporting young people in care to achieve self-sufficiency whilst at the same time providing a nurturing, safe and secure home environment for them to live in.</p> <p>***** This specific role is for floating support keyworkers*****</p> <p>Summary of role and Responsibilities as Floating Support Worker:</p> <ul style="list-style-type: none"> • Engaging young people leaving care in effective keywork sessions to promote their independent living skills. • To participate and contribute to the young person's pathway plan and action recommendations from these meetings • Visit young people in their own supported accommodation provisions weekly to undertake welfare checks and offer befriending service, support and advice. • Support young people with attending appointments in the community
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- Support with housing and benefit applications as well as managing their finances
- To maintain accurate and secure records
- Complete expected role and responsibilities outline in the keyworkers job description below
- To be able to recognise, respond and report any safeguarding concerns to provider and young person's social worker/ Personal Advisor
- To attend training, team meetings, supervision are agreed by provider

The main purpose of the role:

To work independently as well as part of a team, to provide outcome-focused support and guidance for our young people leaving local authority care aged 18+.

We expect all of our key workers to be passionate about making positive changes in young people's lives, helping them achieve their goals and to aspire for positive outcomes.

Your main role will be to help these young people successfully reach independence whereby they feel confident and equipped with the skills to live a self-sufficient life.

With the ever-changing needs of young people in today's society and the extra familiar risks that our young people are exposed to, you must have the skills and knowledge to identify these risks and act accordingly in line with our safeguarding policies and procedures, as well as support our young people in also being able to identify these threats.

We expect our keyworkers to have good knowledge and understanding of the risks associated with child sexual exploitation, criminal exploitation, knife crime, gang affiliation, drug misuse as well as other extra familiar risks affecting young people.

In addition, the applicant will need to be creative with their approach, patient, caring, flexible, with good knowledge and understanding of the needs of young people leaving care. They will need to have the ability to structure key work sessions ensuring they are outcome-focused and be determined to encourage our young people's engagement in their sessions.

The applicant will be required to complete regular case recordings regarding the young person's progress and ensure that they are available for their social worker as agreed. They will need to be confident with participating in professional meetings to share relevant information regarding the young person's pathway plan as well as having the ability to produce clear and precise information.

The applicant will also be required to support the company in promoting the provision and its activities to a wide range of statutory, voluntary and community-based agencies and

	<p>organisations that can ultimately support our young people in reaching their ultimate potential.</p>
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Main Duties and Responsibilities

Supporting the Needs of Young People:

- To actively safeguard and promote the welfare of the young people you are working with
- To report any unsafe practices and concerns immediately.
- To be able to work within the framework of the 'Secure Base' model
- Actively promote structure, boundaries and routine within a safe and nurturing environment.
- Provide a positive role model for the young people, presenting oneself in a highly professional manner.
- Support and encourage the young person in developing their independent skills such as cooking, cleaning, budgeting, CV writing, job applications, self-care skills etc.
- To be creative with planning and facilitating life skills and safeguarding key work sessions and workshops to help our young people become self-sufficient and remain safe.
- As required work with young people on intervention strategies to promote positive social behaviour.
- To work in partnership with children's social care and other external agencies to ensure information is being shared as well as to build links within the community and assist the young person and their development.
- Maintain clear and accurate case recordings in line with the organisation's case recording procedures as well as providing these records to the young person's social worker/personal advisor within the agreed timeframe.
- Ensure that weekly provision checks are completed and that any repairs are reported to management immediately.

- To ensure you adhere to all safeguarding, health and safety and relevant policies and practices.
- Provide Outreach/Mentoring to our young people in the community such as, shopping, attending meetings, engaging in sports activities etc.

Personal Development and Team Membership:

- To work as part of a team and assist with mentoring newly appointed key workers
- Undertake relevant training programmes as required to evidence professional development and to support practice.
- At all times promote and conduct anti-discriminatory practices.
- Attend and participate in 1:1 supervision, reflective group supervision and staff meetings as required.
- Work in partnership and develop professional working relationships with colleagues, other agencies and professionals to meet the needs of young people.
- To carry out any other reasonable and relevant duties as required by managers.

Regulatory and Administrative:

- To carry out duties in line with the company's policies and procedures.
- Work in line with young peoples' care and pathway plans.
- Complete and maintain administrative records as required by the provision ensuring they are clear and accurate, securely filed and available as required by the young person's social worker.
- Participate in and complete reports for statutory reviews and meetings concerning the young people where required.
- Comply with the companies policies and procedures on GDPR.

Staff Benefits:

Flexible working hours
Free training and workshops
Staff appreciation and wellbeing days
Staff supervision

Team building days

Job specification and shortlisting criteria

*Please ensure when completing your personal statement that you explain how you meet all areas of the specification below marked required at a minimum. Failure to do so will result in your application not being shortlisted for the post.

Expectations	Required	Desirable	Method of assessment
Qualifications: A recognised level 3 or above qualification in child and youth studies, youth and community work, NVQ, BTEC in care/ young peoples workforce or equivalent. (Please note- this is a statutory requirement for those wishing to work with young people)	✓		Application form
At least 2-year's experience supporting young people (18+) in a professional capacity	✓		Application form/ Interview
Knowledge and understanding of the 'Secure Base' model		✓	Application form
Ability to work both within a team and independently	✓		Application form/ Interview
Ability to produce clear, accurate and jargon-free case notes and reports.	✓		Application form
Experience of managing challenging behaviours, mental health and hard to reach/engage young people	✓		Application form, interview & Test
Experience of planning and implementing key work sessions/ activities with young people.	✓		Application form, interview
Children's safeguarding experience and knowledge	✓		Application form, interview & Test
Knowledge of extra familiar threats such as knife crime, peer on peer abuse, county lines, child sexual exploitation, trafficked children, drug and alcohol misuse, anti-social behaviours.	✓		Application form, interview & Test

Knowledge and understanding of the needs of Unaccompanied Asylum Seeking Children.		✓	Application form, interview
Ability to promote equality and diversity and treat colleagues and young with dignity and respect.	✓		Application form, interview & Test
Current DBS certificate and registration with update checking service (Please note a new DBS check will be completed as part of our safer recruitment process)	✓		
Full driving license and access to car with business insurance		✓	

General Statement

The above duties and responsibilities do not include or define all tasks that may be required by the applicant. The duties and responsibilities may vary without changing the general character of the duties or the level of responsibility entailed.

Equal Opportunities

The company supports Equal Opportunities (EO) in Employment and opposes all forms of unlawful discrimination on grounds such as race, nationality, ethnic or national origin, sex, marital status, disability, sexual orientation, religion/belief and age. You will be expected to comply at all times to the Company EO Policy.

The above job description forms part of your main Terms and Conditions of employment. The company reserves the right to vary duties and responsibilities at any time.