

Working for Vision Homes Association (VHA)



Where would I be working?

At Toll Gate Road in Ludlow, we have 3 bungalows situated next to each other.

Each bungalow is home to up to five adults. Many have lived here for over 20 years.

Each bungalow is individually registered as a separate care home with the Care Quality Commission (CQC), an organisation that inspects care services to ensure that people are well cared for.

An additional bungalow is used as extra space for activities and get-togethers.

You may be employed to work at just one of the bungalows or may work different shifts across all of them, as and when you are needed.



Who would I be supporting?

Vision Homes Association supports adults that have multiple disabilities as well as additional healthcare needs. Most of the people we support have visual impairments and limited verbal communication.

Although this is not a nursing home, we do assist people with ongoing health conditions, e.g. supporting them to manage their diabetes or epilepsy.

We have grown to know the people we support very well over the years and detailed care plans and guidelines are in place, along with the experience and knowledge of other staff, so that you can be confident of assistance and guidance in every aspect of your role.





What exactly does a Support Worker do?

When you think about working in Health and Social care, you may initially think of some of the basic support an individual may need help with:

- Eating and drinking
- Bathing, showering, using the toilet/personal care
- Supporting people to manage their medication
- Supporting people to Health appointments
- Supporting people with their mobility, using wheelchairs and hoists

But there is so much more to the role of a Support Worker than just this. Vision Homes Association supports people to live full and happy lives.

This involves promoting independence at all times and working with people to plan activities that are appropriate and enjoyable, as well as involving them in the local community.

Staff have access to motability vehicles to drive people to various activities. You may be planning and/or supporting someone to:

- go swimming or to a hydrotherapy session that will help with their mobility and relaxation
- do something a little more active such as carriage driving or attend a yoga class
- be creative at VHA's art studio or help to grow flowers and vegetables in the garden, or bake a cake
- do all the things everyone likes to do - go for a meal out, a trip to the cinema, visit family and friends, go to church, go shopping etc.

Around the home there are also plenty of things to be involved with:

- menu planning, food shopping and preparing meals
- cleaning and laundry



- ensuring everything is safe and well maintained for everyone to use
- making sure that all financial records are up to date and that all valuables are kept safe
- recording important information, which keeps everyone up to date with what is happening
- getting involved in team meetings and training, where you can share ideas and discuss queries

Please see the Support Worker job description for more information about the role and responsibilities

What Support/training will I receive?

You will be working as part of a small team, with ongoing support and specialist training provided on a regular basis.

When you start working for VHA you will undertake an induction /probationary period. This is usually six months long, but can be extended if it is felt that you need more time.

During this time you will attend various paid training courses such as Moving & Handling and First Aid that will help you in your role and you will be supported to complete your induction folder to attain Skills For Care's "Care Certificate" qualification.

You will also be shadowing more experienced members of staff and getting to know the people VHA supports.

You will not be expected to provide support on your own until both you and VHA feel that you are ready to do so.

While working for us you will receive regular support through handover and team meetings with colleagues, and supervision sessions with your line manager.

Personal development is encouraged with many staff members going on to study for further care qualifications as well as being keen to take on additional responsibilities.





When would I be expected to work?

The people who live at Toll Gate Road require VHA's support all of the time and therefore our staff are expected to work a mixture of shifts, usually around 8 hours long, throughout the week and on alternate weekends.

Usual shift times for day Support Workers are:

7am - 3pm (Early shifts)

2pm - 10pm (Late shifts)



You may be asked to work some shorter shifts as an extra person to help out with certain activities.

We also employ Support Workers that work through the night; making sure people are safe and well and also undertaking some of the domestic tasks around the bungalows. They work from 10pm - 7am.



Depending on the nature of your contract, you may work a fixed pattern of shifts that repeat every few weeks.

Sometimes we may ask if you can work some additional hours or shifts, particularly if other members of staff are on holiday or off sick.

Some Support Workers prefer more flexibility about when they work as they have other commitments.

VHA provides Relief or Bank contracts where regular shifts are offered and the Support Worker agrees to work when s/he is available.



All job vacancies for fixed shifts/contracted hours are advertised at VHA and all Relief / Bank staff are encouraged to apply and to speak to their line managers if their circumstances change and they would like to change their employment (flexible working agreements)

We hope that this information is helpful to you. If you have any questions, please contact Caroline Kenny on 0121 434 4644 or caroline.kenny@visionhomes.org.uk