

Workmates Job Pack

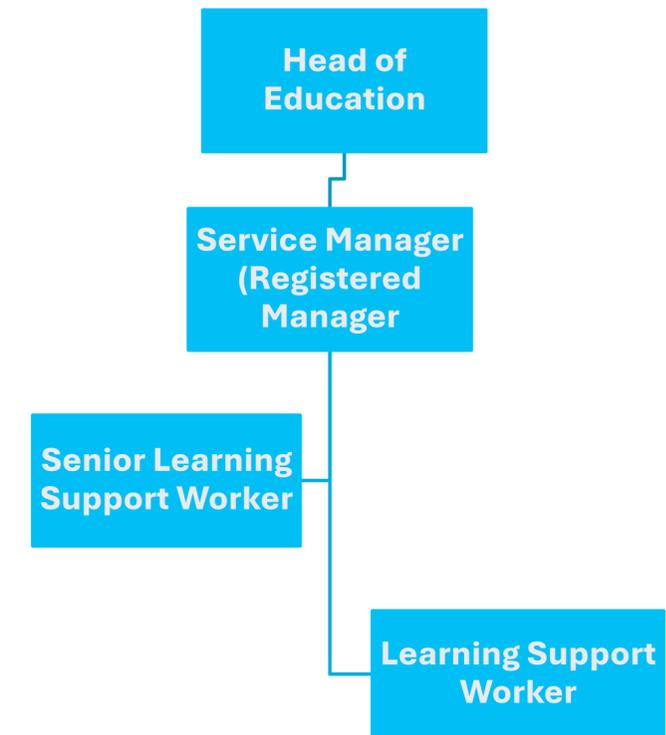
Learning Support Worker (March 2026)

Alongside Young
People with Autism
and or a learning
disability –
supporting them to
live their best life



EAST PARK

Job Purpose – Learning Support Worker



Our small team of 15 provides support to young people between the age of 17 – 25 years old. They are taking their first big step into the adult world and we provide choice, guidance and support to enable them to experience the world in a way that feels comfortable for them. Every day is different and we aim to provide care and support to people that reflects their own goals in life and builds on the strengths they have gained.

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About Workmates

At Workmates, we believe in walking alongside young people and their families- truly listening, and understanding what matters most. Our goal is to empower young people to live the live they choose, by focusing on their strengths, interests and aspirations.

Each young person who joins Workmates **receives person-centred support**, tailored to their individual needs and goals. Workmates is designed for young people who may need additional support to experience activities within the community and to learn new skills.

Every day looks different and you are encouraged as Learning Support Worker to take a lead role in organising activities and opportunities for young people. This approach enables both you and the people we support to have choice within their daily lives.

Day to day we support a maximum of 15 young people within our service and the young people are all supported on a 1:1 ratio of support. We make use of the school facilities but we are mainly based within the community and simply use the workmates base as a space to touch base, have lunch on occasion, and have some fun !

We are in a period of change and we would welcome applicants who are comfortable with this.

Values, Vision and Objectives

Our Values

Collaborative – We work together with the children and young people, our staff, with families and carers, with external partners and teams to provide the best experiences, opportunities, and services, to enable the children and young people to thrive into adulthood.

Ambitious – We celebrate the strengths and abilities of the children and young people and encourage and support each person to communicate and achieve their ambitions. We will do all we can to support each individual in achieving their independence. We actively reject the soft discrimination of low expectation often experienced by the children and young people we work with, instead offering a new cycle of positive experiences, high aspirations, and achievements.

Respectful – We have unconditional positive regard for each child and young person understanding that each person has a right to dignity and respect. This value and right extends also to staff and is reflected in our daily interactions and collegiate support, appreciation and respect of the roles undertaken by each of our colleagues in all departments across the organisation.

Inclusive – We believe that the children and young people at East Park have the same right as their peers to be included and have access to positive experiences, to equality of opportunity, and to high-quality services, inside and outside East Park. On behalf of the children and young people of East Park, we are tenacious in our advocacy to access their rights.

Nurturing – We have a holistic approach to supporting the emotional, intellectual, and physical development of the child and young person, the priority in this is the person's safety. We understand the need for constant positive, consistent, and caring communication, tailored to each individual's mode of communication, in supporting each person's development within a calm and encouraging environment.

Growth – All of our values are underpinned by growth – as a collaborative, ambitious, respectful, inclusive and nurturing organisation, we ensure that all our children and young people can flourish and achieve their potential.

East Park strives to provide a high quality, child and young person-centred education and residential care service for children and young people with complex additional support needs, including autism and associated behavioural challenges. With the child and young person at the centre and working with the team around the child (TAC), we seek personalised approaches to enable everyone to reach their maximum potential.

Objectives –

- I. To ensure that every child and young person is supported to reach his or her maximum potential.
- II. To deliver on our commitment to self-evaluation, collegiate reflection, personal development, and learning.
- III. To work with others to develop the best education and residential care services possible for children and young people with complex additional support needs and Autism Spectrum Disorder from across Scotland.

Role Responsibilities

Come and join our team ! We are looking for a new Senior Learning Support Worker to join our team.

Do you have a positive calm outlook?

Are you energetic?

Do you like having fun?

Are you curious?

If this sounds like you, then the role of Learning Support Worker may be just the role you are looking for.

Come and join us and support our me, our young people and the team by –

- Taking an active leadership role in supporting the team
- Taking a strengths based approach is one we would advocate for within Workmates and it is important to have a positive and objective outlook.
- Someone who has a creative mind and is not afraid to take measured risks in the work we do.
- We are looking for someone who shares the same values and maintains high standards.
- Someone who has a confident upbeat warm personality and who is not afraid to be bold and work alongside external partners.
- Being alongside young people and supporting them to participate in community activities or learning opportunities.
- Taking a lead role in helping the team and young people to plan their day or week
- Support the team by working collaboratively with families, partners and most importantly, young people themselves.
- It is important for young people and their families to know what their day has looked like now and in the future and as such keeping a good written record is important.
- We are alongside young people at a key stage in their life and supporting young adults to plan their next steps is important
- Some young people may need a little support when going to the bathroom, supporting young people where needed is required.

Requirements

- An enthusiasm and willingness to get to know our team and young people and meet them where they are at.
- Be comfortable with being uncomfortable.
- A calm approach when faced with difficult situations
- Recognise the importance of team work
- Solution focused and be comfortable leading group sessions
- Value other cultures and religions and have an understanding of people with
- disabilities

- Experience of working with young people with physical/learning disabilities,
- autistic spectrum disorder
- Being comfortable with aspects of direct support for young people who need a little more help.
- A willingness to try new activities and to be curious and find new opportunities for young people
- Being comfortable with lone working where needed
- Social care qualification or willingness to undertake (SVQ3/HNC or other SSSC approved equivalent
- qualification.)
- IT skills
- Full driving license required to be held for 2 years – preferable
- Eligibility to be added to East Park insurance

Role Details

Workmates has been operating for approximately 15 years and we are in a period of change and improvement and would like Learning Support Workers joining the team to have drive and enthusiasm.

We would be keen to focus on particular skills and would welcome conversations with people with any of the following skills –

Outdoor pursuits

Outdoor and gardening experience

Tutor or youth/adult learning experience

Employability or getting work ready

Experience in creative arts

The role of learning support worker at this point within our journey is one of support, kindness and having an aspirational approach for our young people.

The role may require you to think on your feet, as things change within the environment very quickly and we are looking for people who have the ability to plan and deliver activities both individually and in a group setting.

Young people are only with us for a short period of time, so making sure they leave with the skills they need to cope in the world but equally have fun, and feels important.

You will know the hours you will work in advance, allowing you to plan your week. The normal working hours at this point are between 8am and 3:30pm (Monday – Thursday) and Friday we finish at 3pm.



Our People Benefits

As an organisation, we are supported by Westfield Health and our team are encouraged to make use of all of the benefits that the service offers.

Westfield health is a health cash plan that provides cash back on everyday healthcare expenses up to the annual limits, some of the benefits include:

- dental check-ups
- optical care
- Physiotherapy
- Chiropody
- 24/7 GP line
- Gym discounts

You can also access scanning services such as MRI, CT and PET scans

Employee Assistance Programme (EAP) - including a 24-hour advice and information line

Westfield rewards app – Savings from big brands and offers in addition to sale prices, money off vouchers and online promotions.

Wisdom wellbeing app – Wisdom can help track your sleep, water intake, steps, and general activity. You can sync your activity with your device's health app. Wisdom supports syncing with Apple Health and Google Fit. Set your own goals e.g., 10,000 steps a day, 2 litres of water a day, or 8 hours of sleep a night. The app also features healthy recipes created with the guidance of nutritionists to support users in their journey towards a healthier lifestyle.

- Hours are Monday – Friday
- Great work life balance if the hours and times work for you !
- Opportunity to work across other settings including Care and Education settings
- Working hours may suit people with children or caring responsibilities

How to apply?

If you are interested in the post, I would welcome and encourage you to make time to come and speak to me in order to understand the role and direction of travel for Workmates.

I am based upstairs next to the HR team – please pop in, or arrange a time to talk to me.

Please apply using the links below which will take you directly to East Park School's Career link –

<https://www.eastpark.org.uk/careers/>

Contact Us

For an informal conversation or more information on the role, please contact –

Fiona Bain

T - 0141 946 2050

Email – Fiona.Bain@eastpark.org.uk

I am based upstairs next to HR team.

For more information in relation to the application process or any other queries, please contact –

Humanresources@eastpark.org.uk