

Support Worker - Respite Service

Location:

Hours:

Salary:

Make a Difference When It Matters Most

At **Independence Matters**, we are dedicated to empowering people to live the lives they choose. We are currently seeking compassionate, proactive, and reliable **Support Workers** to join our **Respite Service**.

We provide planned short breaks, respite care, and emergency support for adults with learning disabilities and additional support needs. Our service offers invaluable support to both the individuals we work with and their families, creating a safe, welcoming, and person-centred environment where people can thrive.

This is a rewarding opportunity to make a real difference in people's lives while working as part of a supportive and dedicated team.

No Experience Required

Previous experience in care is not essential. We are looking for individuals who share our values and are passionate about supporting others.

In return, we will provide:

- A comprehensive induction programme
- Full training and ongoing support
- Opportunities to gain recognised qualifications
- Development opportunities within a growing organisation

About the Role

As a Support Worker, you will provide person-centred support to individuals staying at our respite service, helping them maintain their independence, build confidence, and enjoy meaningful experiences.

Key Responsibilities

- Supporting individuals to achieve their personal goals and aspirations
- Assisting with daily living activities, including personal care, meal preparation, and household tasks where required
- Promoting independence and developing life skills

- Encouraging physical, emotional, and mental wellbeing through planned activities and engagement
- Building positive relationships and supporting social inclusion
- Providing a safe, supportive, and welcoming environment
- Delivering high-quality support in line with individual needs and care plans

Every day is different, and the support you provide will have a positive and lasting impact on the people who use our service.

Working Pattern

This role is worked on a rota basis and offers a variety of shift patterns. Shifts may include:

- Early shifts
- Late shifts
- Weekday shifts
- Weekend shifts
- Bank holidays

Flexibility is essential to meet the needs of the service.

What We Offer

We value our colleagues and recognise the important role they play in delivering high-quality support. As part of the Independence Matters team, you'll benefit from:

- Competitive pay and reward package
- 20 days annual leave plus recognised public holidays (pro rata)
- Annual leave increasing to 22 days after two years' service and 25 days after five years' service
- Option to purchase additional annual leave
- Comprehensive training and development, including recognised qualifications
- 24/7 confidential counselling and information service
- Occupational sick pay from commencement of employment
- GP service for you & your dependants
- Occupational Health and Musculoskeletal Injury Rehabilitation Service

- Long Service Awards and colleague recognition scheme
- Access to the Blue Light Card discount programme
- Credit Union savings and loan schemes
- Free onsite parking

About Independence Matters

Our mission is to empower individuals, their families, and carers to live the lives they choose and remain independent.

Across Norfolk, we provide support in homes, communities, and specialist services for adults with learning disabilities, complex needs, young people in transition, and people living with dementia. We are proud to deliver person-centred support that enables people to achieve their potential and live fulfilling lives.

Equality, Diversity and Inclusion

We are committed to creating an inclusive workplace where everyone feels valued, respected, and supported. As a Disability Confident Employer, we actively encourage applications from people of all backgrounds.

If you require any reasonable adjustments during the recruitment process, we will be happy to support you.

Additional Information

This role is subject to an enhanced DBS check and satisfactory recruitment compliance checks.

A full UK driving licence and access to a vehicle insured for business use is **essential** for this role.

Please note: Independence Matters does not hold a sponsorship licence and is therefore unable to consider applications from individuals requiring sponsorship to work in the UK.

Ready to make a difference?

Join our Respite Service and help provide vital support that enables individuals and families to thrive.

Apply today and begin a rewarding career with Independence Matters.