



## About us

**Livability is the disability charity that connects people with their communities. We tackle social isolation and the barriers that can cause this in the lives of disabled and vulnerable people.**

## What motivates us to act

We are not satisfied with a world where disabled people face barriers to the life they wish to live. Right now, barriers continue to be present: to employment; to learning; to having safe places to live, to receiving appropriate care and support; to being able to access the world around us; to having opportunities to contribute and participate; to being highly valued. This needs to change. Everyone has the right to a life in which they have opportunities to use their talents, skills and gifts in fruitful ways and participate fully in their community. When people have a strong network of support and community connections, their wellbeing and life prospects do much better.

## Our vision

Inspired by the Christian faith, our vision is of a barrier-free society where all people can flourish and enjoy full participation.

## The purpose of our work

We exist to support disabled people to live a life that adds up for them.

## Who we are

Working together and with the people we support, we tackle barriers that impact disabled people, to enable better wellbeing and participation for all. Delivering a wide range of care, education, vocation and rehabilitation services, we strive to grow community connections that help people thrive.

## Staff Benefits

### Investor in People

Livability holds the Investors in People (IIP) bronze accreditation. IIP is the UK's leading people management business improvement standard that gives us a best practice framework to work within for all our people management policies.

Recognising that it is our people who deliver our overall performance as an organisation, this framework ensures you understand the organisation's objectives and where you fit into them and that you will have the feedback and support needed, including the learning and development to carry out your role. The standard also ensures that we as an organisation learn from our people practices.

### Health and wellbeing

Livability promotes a healthy work- life balance through a generous annual leave provision. 25 days + 8 bank holidays for everyone with 0-5 years' service and 28 days + 8 bank holidays for employees with 5+ years' service.

We encourage our employees to maintain their wellbeing through onsite discounted yoga classes, & outdoor events.

When you join Livability, you will have access to our wellbeing, mindfulness and happiness resource. This includes access to:

- A trained mindfulness coaches – 24 hours
- A free, 24-hour, confidential Counselling/Legal service.
- A free wellbeing page
- A wrap wellbeing personal booklet

As a Livability employee or volunteer, you have access to a free, 24-hour, confidential Counselling/Legal service. Care First Counselling are available via a 24 hr helpline.

In addition, Livability has registered with **Mindful Employer + (ME+)** which provides telephone helplines for staff and managers and will offer a listening ear, immediate guidance and signposting to further advice via the helpline.

### Family and long term support

We support our employees in maintaining a healthy balance between family and work life through a range of family friendly policies, alongside additional support like childcare vouchers. We support employees in their longer term planning through a generous pension.

This job description and person specification is not exhaustive and amendments and additions may be required in line with future changes in the post holder duties.

### Safeguarding

Livability is committed to safeguarding and promoting the welfare of adult, young people and children and expects all employees to share this commitment and follow our safeguarding policies and procedures.

### Equality and diversity

Livability is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of gender, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

Livability aims to create and sustain an inclusive work environment, which provides equality of opportunity for everyone and reflects the diversity of the communities we serve. The post holder is required to uphold the Equality and Diversity policy and comply with the code of conduct, which sets out our standards of behaviour towards those who use our services or work within them.

### Christian ethos and values

The post holder must carry out all duties in a manner that is consistent with Livability values, which are based on an inclusive Christian ethos.

### Policies and procedures

The post holder must also maintain the policies, procedures and practices of the organisation and as far as possible, must ensure that all activities within the work setting are consistent with those values, policies, procedure and practices.

### Confidentiality

The post holder must ensure that any information relating to employees, service users and volunteers (future, current and past) is treated in strictest confidence and must be discussed only within the confines of the work setting with the appropriate members of the team or managers.

### Health and safety

The post holder must be familiar with Livability Health and Safety policies and guidelines. All work should be undertaken so as to be consistent with these, and so as to ensure own health and safety and that of others affected by their work.

For further information or if you have any questions, please contact:

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