



happy futures

support specialists

Full job description

Looking for a Career That Makes a Difference?

Do you have a passion for helping people live independent, fulfilling lives? Are you positive, energetic, compassionate, and confident in your ability to engage and encourage others?

Would you like to work for a stable and supportive employer that values its staff, invests in development, and has good staff retention?

If so, we would love to hear from you.

Join the Happy Futures Team

At Happy Futures, we support young people and adults with learning disabilities and/or autism who may display behaviours of concern. Through the use of Positive Behaviour Support (PBS), we help individuals overcome barriers, build confidence, and achieve greater independence.

Our Positive Behaviour Support Workers are among the best paid in the Scarborough and Ryedale area, and we are proud to offer rewarding careers with genuine opportunities for progression.

We are currently looking for enthusiastic, dedicated individuals to join our dynamic and forward-thinking team.

Location: Scarborough and surrounding areas

Pay: £14.20 per hour

Contract: 10-40 hours per week

Sleep-in Rate: £70 per sleep-in (*where available; not guaranteed*)

Working Pattern: Various shifts available, including alternate weekends

Driving Licence: Preferred

Enhanced DBS: Required

What You'll Be Doing

As a Positive Behaviour Support Worker, you'll play a vital role in improving the lives of the people we support by helping them achieve their goals and enjoy meaningful experiences.



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Your responsibilities will include:

- Providing person-centred support to individuals with complex needs and behaviours of concern.
- Building positive relationships through companionship, encouragement, and emotional support.
- Supporting individuals to develop coping strategies to manage anxiety and distress.
- Encouraging participation in therapeutic, social, leisure, and community activities.
- Following Positive Behaviour Support plans to understand and respond appropriately to behaviours of concern.
- Assisting with risk assessments and supporting individuals safely and consistently.
- Maintaining accurate records and reporting incidents in line with company procedures.
- Working collaboratively with families, professionals, colleagues, and external agencies.
- Supporting individuals with daily living skills, including personal care, cooking, household tasks, and money management where appropriate.
- Promoting health and wellbeing through support with healthcare appointments and healthy lifestyle choices.
- Helping individuals develop confidence, life skills, and greater independence.

What We're Looking For

We're seeking people who are:

- Passionate about supporting others.
- Positive, resilient, and proactive.
- Excellent communicators with strong listening skills.
- Calm and confident when supporting individuals through challenging situations.
- Flexible and committed to delivering high-quality support.
- Able to work as part of a team while using their own initiative.



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Previous experience in care or support work is desirable, but we also welcome applications from individuals with the right values, attitude, and willingness to learn.

Benefits of Working with Happy Futures

We value our team and offer a range of benefits, including:

- Zurich Plus
- Career progression opportunities
- CPD-accredited training and development
- Comprehensive induction programme
- Paid DBS
- Life cover
- Employee vouchers and gifts
- Discounted gym membership
- STREAM wellbeing support
- Ongoing support from an experienced management team

Additional Information

The nature of the support we provide means that no two days are the same. Flexibility is important, as the needs of the individuals we support can sometimes be unpredictable.

Occasionally, additional duties may be required to meet the changing needs of the service. These duties will be appropriate to the role and full training and support will be provided where needed.

Training in Positive Behaviour Support and managing behaviours of concern will be provided to ensure you feel confident and supported in your role.

Start a Rewarding Career with Happy Futures

If you're looking for a role where you can genuinely make a positive impact every day while developing your skills and career, we'd love to hear from you.

Apply today and help create brighter futures with Happy Futures.



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For any more information please contact recruitment on
recruitment@hfss.org.uk