



happy futures

support specialists

Full job description

Make a Real Difference!

Are you passionate about empowering people to live fulfilling, independent lives? Do you have a positive attitude, a caring nature, and the confidence to support individuals through both challenges and achievements?

If you're looking for a rewarding career with a stable, supportive employer that truly values its staff, we'd love to hear from you.

At **Happy Futures**, our Positive Behaviour Support Workers are among the best paid in the Scarborough and Ryedale area. We are proud of our staff retention rates and our commitment to investing in the people who make a difference every day.

About Us

At Happy Futures, we support young people and adults with learning disabilities, autism, epilepsy, and complex behavioural needs. Using Positive Behaviour Support (PBS) approach, we focus on understanding the reasons behind behaviours, reducing distress, and helping individuals achieve greater independence and improved quality of life.

We are seeking enthusiastic, compassionate, and dedicated individuals to join our dynamic and forward-thinking team.

Location: Scarborough and surrounding areas

Pay: £14.75 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 will play a vital role in supporting individuals to live safe, meaningful, and fulfilling lives.



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Your responsibilities will include:

- Providing high-quality, person-centred support to individuals with complex needs, epilepsy, and behaviours of concern.
- Building positive relationships and offering emotional support and companionship.
- Supporting individuals to develop coping strategies and manage anxiety.
- Encouraging participation in therapeutic, social, and community-based activities.
- Following Positive Behaviour Support plans and responding appropriately to distress or challenging situations.
- Contributing to risk assessments and ensuring support is delivered safely and consistently.
- Maintaining accurate records and reporting incidents in line with company procedures.
- Working collaboratively with families, healthcare professionals, colleagues, and external agencies.
- Promoting independence in all aspects of daily living, including personal care, cooking, household tasks, and money management.
- Supporting individuals to access healthcare appointments and maintain their overall wellbeing.
- Helping people build confidence, develop life skills, and achieve their personal goals.

What We're Looking For

We're looking for individuals who are:

- Compassionate, patient, and resilient.
- Excellent communicators with strong active listening skills.
- Calm and confident when supporting people through challenging situations.
- Flexible, reliable, and committed to delivering outstanding support.
- Experienced within the care sector, particularly supporting individuals with epilepsy and behaviours of concern.

What We Offer



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We believe in rewarding and supporting our team with a comprehensive benefits package, 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

Due to the nature of the role, flexibility is essential. The needs of the individuals we support can vary, and there may be occasions where additional responsibilities are required to ensure the highest standards of care are maintained. Full training will be provided, including specialist training in Positive Behaviour Support and managing behaviours of concern. An Enhanced DBS check is required for this position.

Join a Team That Changes Lives If you're looking for more than just a job and want a career where every shift makes a genuine difference, apply today and become part of the Happy Futures family.

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