

## JOB DESCRIPTION



**JOB TITLE:** Residential Support Worker

**ACCOUNTABLE TO:** Transition Service Manager

**SALARY:** £15,581 - £16,423 per annum (£7.86 - £8.29 per hour)

### **KEY PURPOSE OF ROLE:**

To work as part of a team to consistently deliver person centred services for individuals with a learning disability & challenging behaviour. To take responsibility for supporting them with the development of individual support plans and in positive risk taking. Undertaking a key role in ensuring their participation features in all aspects of service planning and contributing to the development of the staff team by role modelling and sharing good practice.

### **RESPONSIBILITIES:**

#### **Person Centred Support Planning:**

- Work with the individual you are allocated to, to identify, set and review goals.
- Write skill development and opportunity plans.
- Participate in functional assessments to inform support needs.
- Support individual to develop plans that help them manage risks positively and promote independence.
- Liaise with family, advocates and professionals.
- Develop communication strategies to help individual make decisions.
- Support individuals in line with Positive Behaviour Support Plans in place.
- Participate in reviewing support plans to monitor and measure progress.

#### **Family and Friends:**

- Support people to develop (and maintain) personal friendships and relationships.
- Support people to be active family members.

#### **Finances:**

- Support people to develop budgeting skills.
- Help people to liaise with employers, Benefits Agency, landlords etc.
- Support people with their finances in line with individual plans.

#### **Health/Personal Care Needs:**

- Support individual to lead healthy lifestyles and promote good health.
- Support individual to plan medical appointments and keep detailed and accurate records of health needs.
- Support individuals in taking their medication.
- Support individual to meet their personal care needs.

**Occupational:**

- Support individual to develop and maintain meaningful daytime occupation e.g. employment, voluntary work, adult education.
- Help individual to plan structured daytime opportunities.
- Liaise with class tutors, employment agencies, career advisors and day services managers.
- Support individual to take part in occupational and development opportunities.

**Recreational:**

- Support people to utilise their local facilities and move away from segregated activities.
- Support people to develop (and maintain) leisure pursuits and personal hobbies.
- Support individuals in leisure pursuits and access to community based activities.

**Communication:**

- Support individual to make choices & decisions
- Develop opportunities for individual to take full responsibility for what goes on in their home
- Develop communication profiles to improve understanding of individual's communication methods
- Support individual to actively participate in their home, including their domestic tasks.

**General:**

- Act as shift leader in absence of Transition Service Manager, or Assistant Transition Service Manager or Assistant Support Manager.
- Undertake any duties of a Level 1 Support Worker

- To undertake any training and development initiatives identified by the Transition Service Manager or Deputy Transition Service Manager.
- Undertake any other duties commensurate to the job role.

## PERSON SPECIFICATION

	<b>Essential</b>	<b>Desirable</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of working with people with learning disabilities.</li> <li>• Experience of working within a health or social care environment.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with individuals who challenge services</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• QCF Level 2 in Health and Social Care.</li> </ul>	<ul style="list-style-type: none"> <li>• QCF Level 3 in Health and Social Care.</li> <li>• BTEC Certificate in Positive Behaviour Support or similar.</li> </ul>
<b>Competencies and Skills</b>	<ul style="list-style-type: none"> <li>• <b>Demonstrate the ability to develop individual's basic life skills</b> E.g. cooking, cleaning, budgeting, shopping etc..</li> <li>• <b>Demonstrate an ability to focus on needs and wishes of individual supported.</b> Consistently aims for a better service for individual supported. Always works towards the best quality of life for the individual. Is respectful and considerate.</li> <li>• <b>Demonstrate professionalism and responsibility.</b> Behaves professionally, takes responsibility and ownerships of his/her actions. Understands the importance of his/her role and puts this ahead of personal issues. Is a positive role model for other team members.</li> <li>• <b>Demonstrate ability to communicate effectively with individuals supported, families, other professionals and colleagues.</b> Communicates with clarity, impact and accuracy both verbally and in writing. Communicates appropriately and professionally. Passes information on freely and pro-actively.</li> <li>• <b>Able to work effectively with others.</b> Works co-operatively with different groups of individual. Is supportive and open when working with others and aims to reach workable compromises. Positively contributes to the goals of the team.</li> </ul>	

- **Demonstrate continuous learning and development.** Recognises the need for continuous learning and is open to developmental opportunities. Supports others and shares knowledge.
- **Able to work efficiently.** Works efficiently, responsibly and willingly. Uses initiative and knowledge and continuously works towards excellence.
- **Demonstrates willingness to change and adapt.** Changes approach to meet differing individual needs. Responds positively to change, adapts quickly. Generates ideas, is innovative and creative. Responds to opportunities and is flexible.
- **Demonstrates an ability to effectively evaluate and make decisions.** Evaluates information, identifies key issues and makes effective decisions after consideration of all relevant options. Demonstrates positive, timely and logical decision making.
- **Demonstrate ability to identify, plan for and manage risks with the individual supported.** Encouraging positive risk taking and opportunities to develop and increase independence.
- **Demonstrate ability to take a lead on shift.** Organising other team members' activity and ensuring high standard of support is delivered. Acting as a positive role model.
- **Demonstrate a commitment to providing active support.** Fully involving individual in the running of their home
- **Demonstrate ability to involve individual in the planning of their support.** Using person centred processes and approaches to facilitate this. Recording agreements and developing plans to ensure outcomes are achieved.
- **Able to support individual to make decisions for themselves.** Committed to ensuring that individual have control of their lives and homes and where required, using the principles of the Mental Capacity Act to ensure the

	least restrictive, most inclusive options are used.	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Has an understanding of principles of the Mental Capacity Act.</li> <li>• Has an understanding of the issues faced by people with learning disabilities.</li> <li>• Has an understanding of discrimination experienced by minority and/or disadvantaged groups.</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Demonstrates a sound value base that promotes the independence and integration of individuals.</li> <li>• Is able to undertake a range of shifts.</li> <li>• Is able to travel to any house within the area.</li> <li>• Is able to support individuals in undertaking recreational activities, including holidays.</li> </ul>	<ul style="list-style-type: none"> <li>• Holds a current, valid driving licence.</li> </ul>