

JOB DESCRIPTION



JOB TITLE: Support Worker

ACCOUNTABLE TO: Community Support 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 people with a learning disability, taking responsibility for supporting them with the development of individual 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 person you are allocated to, to identify, set and review goals.
- Write skill development and opportunity plans.
- Support people to take risks and develop plans that help the person manage risk(s) and promote independence.
- Liaise with family, advocates and professionals.
- Develop communication strategies to help people make decisions.
- Review support plans and measure progress.
- Support individuals in line with plans in place.

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 people to lead healthy lifestyles and promote good health.

- Provide help for people to plan medical appointments and keep detailed and accurate records of health needs.
- Support individuals in taking their medication.
- Support people to meet their personal care needs.

Occupational:

- Support people to develop and maintain meaningful daytime occupation e.g. employment, voluntary work, adult education.
- Help people to plan structured daytime opportunities.
- Liaise with class tutors, employment agencies, career advisors and day services managers.
- Support people 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 people to make decisions.
- Develop opportunities for people to take full responsibility for what goes on in their home.
- Develop communication profiles to improve understanding of individual's communication methods.
- Support people to actively participate in their home, including their domestic tasks.

General:

- Act as shift leader in absence of Community Support Manager or Assistant Support Manager.
- Undertake any duties of a Level 1 Support Worker.
- To undertake any training and development initiatives identified by the Community Support Manager or Regional Services Manager.
- Undertake any other duties commensurate to the job role.

PERSON SPECIFICATION

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Experience of working with people with learning disabilities. • Experience of working within a health or social care environment. 	<ul style="list-style-type: none"> • Experience of working with people who challenge services.
Qualifications	<ul style="list-style-type: none"> • QCF Level 2 in Health and Social Care. 	<ul style="list-style-type: none"> • QCF Level 3 in Health and Social Care.
Competencies and Skills	<ul style="list-style-type: none"> • Demonstrate the ability to develop people’s basic life skills e.g. cooking, cleaning, budgeting, shopping etc. • Demonstrate an ability to focus on needs and wishes of people supported. Consistently aims for a better service for people supported. Always works towards the best quality of life for the individual. Is respectful and considerate. • Demonstrate professionalism and responsibility. 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. • Demonstrate ability to communicate effectively with individuals supported, families, other professionals and colleagues. Communicates with clarity, impact and accuracy both verbally and in writing. Communicates appropriately and professionally. Passes information on freely and pro-actively. • Able to work effectively with others. Works co-operatively with different groups of people. Is supportive and open when working with others and aims to reach workable compromises. Positively contributes to the goals of the team. • Demonstrate continuous learning and development. Recognises the need for continuous learning and is open to developmental opportunities. Supports others and 	

	<p>shares knowledge.</p> <ul style="list-style-type: none"> • 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 people 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 people in the running of their home • Demonstrate ability to involve people 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 people to make decisions for themselves. Committed to ensuring that people 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. 	
Knowledge	<ul style="list-style-type: none"> • Has an understanding of principles of the Mental Capacity Act. 	

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