

Job Description: Support Worker – May 2017

Purpose of the post:

The Support Worker will support individuals and groups to access services or activities of their choice. Choices should be responded to flexibly and imaginatively. The range of choices may include: leisure, hobbies, contact with friends, employment – paid or voluntary - education, training, tasks in the home eg. making meals, shopping.

Individuals may have a learning disability, a physical disability and/or be on the autistic spectrum and may also present with personal care needs, emotional difficulties, behavioural problems, and/or mental health issues. This will require the support worker to be patient, understanding, empathic, and to work with an approach which puts the individual at the centre of the support.

The support worker may help people to develop coping strategies, gain independence, make their own choices, and build and maintain positive relationships with their family members and/or friends. but also have the confidence to negotiate keeping within boundaries.

Location: The worker will be based in various community settings and venues of the individuals/groups choice and also at individuals' home, and must be mobile within the Leeds area. The worker will have access to facilities at the People Matters' office as needed.

Reports to: Project/Service Manager

The Support worker will:

1. Support individuals and/or groups to plan and undertake activities of his/her/their choice, either within the home or in the community in accordance with the support plan where appropriate.
2. Implement methods by which individuals can develop skills and confidence and increase their capacity for independence.
3. Provide aspects of personal care as specified in care planning such as medication, support for eating and/or intimate care.
4. Liaise with and encourage the support of the individual's parents/carers, as appropriate.
5. Build and use their understanding and confidence of what challenges people with learning and other disabilities might face, and their understanding of mental health problems to enable effective support.
6. Liaise and work in co-operation with workers of other organisations and agencies, as necessary for the benefit of fulfilling individual's choice and managing risk.
7. Ensure that risk assessment guidelines are adhered to and reviewed on a regular basis, and identify any risks and report to the community development worker.
8. Record, monitor and evaluate the progress of individuals after each session, using organisational systems such as those required to meet CQC and/or Ofsted expectations (including the use of IT) and contribute to periodic reports and reviews.
9. Attend occasional staff meetings.

10. Attend training as required.

11. Adhere to organisational policies including safeguarding, health & safety, data protection and equality and diversity and hence promote the well-being of all.

Person specification: Support worker,

ESSENTIAL;

Experience of:

1. Supporting people with learning and other disabilities in a community setting
2. Working with individuals, groups, young people and adults
3. Contributing to risk assessments
4. Maintaining records of support within a social care setting
5. Successful completion of a qualification in Health and Social Care or related area at level 2 or above

Skills:

1. Ability to work in ways which value and promote individual choice.
2. Ability to support a person with a learning and/or other disability including mental health challenges and/or personal care needs to select, engage in and review activities in the home or in the community in ways that promote independence, health, acceptable societal behaviours and dignity.
3. Ability to communicate easily at all levels and lead or support group activities.
4. Ability to maintain records, write reports, do basic maths and use ICT
5. Ability to work independently and collaborate as a member of a team.
6. Ability to work flexibly and responsively
7. Ability to evaluate the signals demonstrating emotions of others and take steps to reduce risks relating to challenging behaviours where necessary
8. Ability to manage your own emotions when faced with challenging circumstances

Personal qualities:

1. Positive attitude
2. Ability to reflect on own practice
3. Willingness to undertake training
4. Willingness to provide personal care in a manner that promotes dignity
5. Commitment to working in ways that promote and value individual choice and dignity
6. Commitment to working in ways which promote equal opportunities

7. Willingness to work within People Matters' policies including safeguarding, health and safety and data protection.

DESIRABLE:

1. Knowledge of the Leeds area.
2. Driving licence and access to vehicle.
3. A qualification in Health and Social Care or related area at level 3 or above