

Style Acre

Supporting people with learning disabilities



JOB DESCRIPTION

POSITION: SUPPORT WORKER

RESPONSIBLE TO: SUPPORT MANAGER

PURPOSE: To ensure people we support live their lives with as much control and choice as possible. To uphold Style Acre's values of choice, independence, human rights, community involvement and respect.

PRINCIPAL RESPONSIBILITIES:

1. To communicate clearly with people using a method (words, signs, pictures etc.) of the persons choice
2. To help people to maintain and increase their independence by
 - i) supporting them to do the things they can do for themselves;
 - ii) assisting them with things they need help with
 - iii) empowering them to do new things.

This could include personal care, healthy diet, cleanliness, safety of home, understanding the role of the tenant.

This could involve using a wheel chair, hoist, transferring to and from vehicles, bedmaking, housework, mopping, hoovering, bathing etc

3. To understand the needs, wishes and dreams of people and support them accordingly through person-centred planning and to evaluate peoples' plans to ensure they are live and appropriate.
5. Include the community in the lives of people by ensuring they stay in touch with families and friends, meet new people and lead full lives.
6. Support people to make informed choices within their lives, encouraging them to understand consequences and risks. This will require flexibility and adaptability to be able give any required emotional support to the person and deal with any potential issues that this might incur.
7. Encourage people to live healthy lives and support them to manage health problems. To ensure people's health action plans are up to date and accessible to all concerned with keeping people healthy and well.

8. Help people to stay safe by assisting them to learn what is safe and what isn't and to manage situations that may put them at risk.
9. To work positively with other people, including family and friends, as well as other staff, services and professionals such as GP's, community nurses, psychologists and care managers.
10. To ensure people are supported to run their own homes according to their tenancy agreements.
11. To adhere to Health & Safety regulations at all times and report potential hazards to the appropriate person in line with Health & Safety policy.
12. To undertake relevant training to meet statutory and organisational requirements.
13. To participate in regular supervision, appraisal and personal development as required by the organisation.
14. To adhere to all company policies, procedures and organisational guidelines and work within the philosophy and core values of Style Acre.
15. To undertake any other duties of a similar nature and level of responsibility which may be required by your employer.
16. Are aware and adhere to any codes of professional conduct as dictated by professional regulator and/or professional body to which you are registered or is appropriate to this position. Example: Code of Practice for Social Care Workers

Training and Development:

Style Acre is committed to providing the training, development and support necessary to ensure all employees understand and achieve the responsibilities of their role and fulfil their personal and professional potential. Mandatory and statutory training is inclusive of this programme. In addition, dependent on the specific service needs and requirements, specialised training will be scheduled into an employee's individual development programme. Examples of where additional specific training would be applicable would be in services supporting people with profound and multiple learning disabilities, complex health needs, autism or mental health needs in addition to their learning disability.

PERSON SPECIFICATION: SUPPORT WORKER

	Essential	Desirable
Experience		
Experience of working with people with learning disabilities		✓
Experience of working in the care sector		✓
Experience of person centred planning and approaches		✓
Qualification		
Level 2/3 qualification in Health and Social Care		✓
Full British/European Driving Licence and willingness to drive		✓
Skills		
Good communication skills (written and spoken) and the ability to communicate with individuals in their chosen form (signs, words, objects)	✓	
Ability to use Makaton and any other forms of signing		✓
Good numeracy	✓	
Ability to work as part of a team	✓	
Ability to work on own initiative and independently to achieve goals	✓	
Knowledge of the local area or the ability to research the local area for activities and facilities	✓	
Ability to help people to engage in social, support and leisure activities of their choice	✓	
Ability to support people to have contact with their family and friends	✓	
Ability to help people to make choices wherever possible	✓	
Ability to promote independence and development through good person centred planning	✓	
Ability to write and follow up support plans and contribute to PCPs and health action plans		✓
Ability to apply knowledge to practical situations (eg moving & transferring, H&S, food hygiene etc)	✓	
Physical ability to carry out the job – example but not exhaustive wheel chair use, hoisting, personal care, making beds, hoovering/mopping, transferring and support in/out of vehicles	✓	
Be mentally fit and able to give emotional support – flexible, adaptable etc.	✓	
Ability to work a variety of shift patterns to meet the needs of the people we support	✓	
An understanding and acceptance of CQC standards	✓	
An understanding of healthy eating and apply this knowledge to producing nutritious meals	✓	
Ability to support people to look after their health	✓	
Computer literacy skills, including Word, Excel, Internet, Outlook		✓
Ability to provide personal care in a sensitive and professional manner	✓	