



Job Description

ROLE	Support Worker
BASE	You will be recruited to a fixed service location with the expectation that Values in Care's Support Workers will work flexibly across any of the Company's services as and when required.
WORKING ARRANGEMENTS	Flexible dependent on the needs of the service. Based on 40 hours per week (pro rata if part time). Hours will be 'operational' and as such will be rostered to cover the needs of the service
STARTING SALARY	£15,600 - £16,286.40 pro rata per annum / £7.50 - £7.83 per hour, Depending on experience
REPORTING TO	Registered Manager/Deputy Manager
CONDITIONS OF SERVICE	Values in Care's Terms and Conditions of employment
JOB SUMMARY	<p>To provide direct support to residents in line with their individual care plans and activities. To undertake tasks as instructed by the senior staff.</p> <p>To contribute to the development of the residents by supporting them with a consistent model of care in line with their individual care plans.</p>
QUALIFICATIONS, TRAINING & EXPERIENCE	Some work, personal or voluntary experience of supporting vulnerable people. Must be literate and numerate or be willing to work with Values in Care on attaining a basic level of skills. Must have or be willing to work towards a QCF Diploma in Health and Social Care or equivalent.
HEALTH & SAFETY	To demonstrate a personal commitment in relation to the uptake and adherence to the information, instruction, training and supervision provided by the Company. So far as it is reasonably practicable, ensure the health, safety and well-being of the residents, staff team and visitors is taken care of. All employees have a statutory duty of care for their own personal health and safety and that of others who may be affected by their actions or omissions. Employees are required to co-operate with management to enable Values in Care to meet its own legal duties and to report any hazardous situations or defective equipment.

KEY RESPONSIBILITIES

- To undertake tasks in accordance with the individual care plans of the residents at the home. This will be identified by the 'shift' leader and Registered Manager and in accordance with Values in Care Ltd's policies and procedures.
- To perform duties within a care plan in a consistent and effective manner.
- To encourage individual residents to take as much responsibility for their own lives as they can reasonably be expected to do.
- To communicate in ways which facilitate positive outcomes.
- To note and report any perceived changes in the resident's condition and behavior.
- To maintain the confidentiality of information regarding residents at all times in accordance with Values in Care Ltd's Confidentiality Policy.
- To assist residents in their daily activities as identified in their individual care plans and any activities deemed appropriate for their development and wellbeing.
- To attend all Statutory Training Requirements and Personal Development training activities.
- To promote a positive image of the service and to ensure that the employees conduct, inside and outside work, does not conflict with the professional expectations of Values in Care.
- To have a professional attitude and considerable patience and empathy to work effectively with the residents. To assist in providing a positive and fulfilling environment so that residents can strive to develop their full potential whilst accounting for their vulnerability and need for support on an individual basis.
- Directly support the residents with their daily activities as identified in their individual support plans.
- Support residents on holidays if and when required.
- To promote and maintain good public relations and a good image of matters relating to learning disabilities at all times.
- Ensure that residents are treated with dignity and respect. Ensure that all residents are encouraged and exercise their right to choice.
- Ensure that the social, cultural and spiritual values of the residents are respected.
- To fulfill any 'functional roles' that have been assigned.
- Ensure that all shift paperwork is completed to a satisfactory standard.
- Ensure that any incidents, accidents and other reportable issues are recorded and reported to an appropriate person.
- Take instruction from the appointed 'shift leader'.
- To undertake any other reasonable instruction as requested by the senior staff.