

 The Northam Care Trust	Job Title:	Support Worker
	Reporting to:	Service Manager

JOB DESCRIPTION

Summary of Role

The key purpose of the role is to provide excellent support to people with disabilities whilst respecting their preferences and choices, enabling them to participate in their community as valued citizens.

Providing person-centred support, in response to each individual's needs and aspirations, will require the post holder to be flexible and responsive to change. It is likely to involve working evenings, weekends and overnight (either waking or sleep-in).

The post holder will be supporting people in registered care, single occupancy homes, in their family home, in shared supported living or community-based services. You will be assigned to either a registered care service, an individual or a group within a defined geographical area – this may change from time to time.

Regardless of the service or location, the role of a support worker involves supporting each individual to take as much control in their life as possible, and to exercise their rights, responsibilities and obligations as citizens.

Main Responsibilities:

- Promote individuality, identity, rights, choice, privacy, independence, dignity, respect and partnership.
- Promote equal opportunities and challenge prejudice or discrimination; through formal and safeguarding procedures where appropriate.
- Ensure people with learning disabilities are safeguarded from abuse and to report any instances of alleged abuse which you witness or become aware of.
- To support people to express their aspirations, develop new skills and to recognise and use their talents through person centred planning.
- To support people to achieve their personal outcomes in relation to managing their daily life. This could include improved communication opportunities, better health, support to manage money, use transport, keep their home clean, prepare meals, use community leisure facilities, visit family and friends, and attend school, college or work.
- Where required to support people through physical care, assistance or prompting in accordance with the individual's care plan, respecting their dignity and preferences. This could include supporting people to wash, dress, take medication or manage their continence.
- Assist people to access mainstream and specialist services and agencies that promote their health and wellbeing.
- Keep good records, communicate effectively and share information as appropriate whilst maintaining confidentiality and data protection requirements in line with TNCT policies.
- Understand each person's preferred method of communication, demonstrating active listening and always encouraging their communication, for example through words, pictures, signing, technology or behaviour.

- Where people do not have capacity to make some decisions in their life you will offer support, guidance and advice that is in their best interest and follow the relevant processes under the Mental Capacity Act.
- To support people with trying new things through positive risk taking in collaboration with the wider circle of support and seeking relevant professional advice.
- To support people to maintain important relationships and grow their social networks, acting as an advocate or mediator where necessary.
- Be an effective team member, demonstrating flexibility and resourcefulness, and co-operate with colleagues and other people in the best interest of people you support.
- Work within TNCT's policies and procedures.
- Comply with all aspects of statutory and local regulations in respect of Health, Safety and Environment.
- To attend or complete any face to face or online training as requested.

This list is not exhaustive and may vary between different types of support service.

Values

- Staff adhering to our Organisational Excellence-Values and Behaviours policy

The Northam Care Trust will:

- Ensure that you are equipped with the necessary skills and knowledge you need to undertake this role.
- Provide supervision, appraisal, team meetings, training and access to career development opportunities.
- Offer additional training opportunities to enhance your career opportunities.

PERSON SPECIFICATION	
Essential Criteria	• Passionate about making a difference in the life of people with Learning Disabilities • Clear written and verbal communication style. • Basic IT skills and numerical ability. • To be willing to undertake required training, sometimes outside normal working hours. • To be willing and able to drive or travel between locations as required (depending on which service appointed to) • To be available for flexible working patterns including evenings, weekends, sleep-ins and nights as required.
Desirable Criteria	• Experience of supporting people or of working in a social care setting. • Social care qualification or equivalent.