

Job description

Job title	Support Worker Level 1	DBS Check	Enhanced with List Checks
Hourly rate	From £10.20	Hours	37 per week
Report to	Registered Manager	Location	Harrogate

Job Purpose

The primary role of a Support Worker at Homes Together is to support people with learning disabilities, sight loss and complex needs. You will work with people to help them fulfil their aspirations and live as independently as possible. You will support them to develop meaningful relationships and to be equal and valued in their local community.

Working as a team, you will work with optimism towards individualised outcome-focused support for Service Users, enabling them to lead their lives as independently as possible.

Main responsibilities:

Quality

- Ensure that Service Users feel like they belong and are at the heart of everything we do.
- Work with Service Users on matters concerning their daily life. Some examples are supporting with managing finances, domestic tasks, meal preparation, medication, shopping, medical and routine appointments and personal care.
- Record and report accurately in a person centred, factual way.
- Ensure that the system for administration of medication is followed diligently.
- Be accountable for your actions, ethics and development.
- Support in developing the service by contributing to service reviews.
- Raise important issues relating to buildings, the environment, general health and safety, safeguarding or any other appropriate concerns in a timely manner to the senior member of staff on duty.
- Contribute to service delivery in line with regulations.

Relationships

- Create an environment where meaningful and effective relationships exist for everyone.
- Work with Service Users to build confidence and optimism to be as active as they want to be in their local community.
- Work collaboratively with Service Users to identify and achieve goals and aspirations.
- Work with Service Users in a co-produced way to regularly review and update their support plan, ensuring it is person centred.

Team working

- Ensure that everyone feels valued in the service, whether that be a colleague, Service User or visitor.
- Be an active member in staff meetings and training sessions and contribute to decision-making for the service.
- Actively listen and value other opinions whilst respectfully contributing.
- Cooperate with the rota system and be flexible when additional cover is required.
- Ensure that excellent systems of communication and feedback are maintained.

Other Key Responsibilities

- Comply with Homes Together Health & Safety requirements and be aware of and adhere to current Homes Together policies and procedures.
- Maintain arrangements for the security, health and safety of the Service Users and staff.
- Contribute to the housekeeping and administration of the house.
- Share training and knowledge within your team to influence best practice.
- Represent Homes Together in a professional manner at all times, contributing to marketing and recruitment activities for Homes Together as required.
- Work in other locations as needed.
- Any other duties as required by the organisation.

Person Specification Support Worker

In order to be shortlisted a candidate must prove all essentials described below and as many of the desirable criteria as possible.

Requirements	Essential	Desirable	Assessment Criteria
Skills and Experience			
A commitment to support people to live independently and fulfil their potential	√		Application form and interview
Excellent interpersonal skills with the ability and confidence to build effective relationships with Service Users, colleagues and other stakeholders	√		Interview
Ability to complete accurate written records	√		Application form
Experience of supporting with dignity and respect	√		Application form and interview
Experience supporting people in different circumstances, i.e., as an employee, volunteer or in personal circumstances.	√		Application form and interview
Confidence in making decisions		√	Interview
General & Specialist Knowledge			
Experience of care planning		√	Application form and interview
Understanding of safeguarding mechanisms		√	Application form and interview
Experience of working with people with varying needs		√	Application form and interview
Understanding of equal opportunity issues relating to the people we support		√	Interview
Knowledge of Homes Together		√	Interview
Holds a full UK Driving Licence		√	Application
Education & Training			
Basic IT, literacy and numeracy skills		√	Application form
Educated to GCSE level or equivalent		√	Application form and certificates
NVQ Level 2/Diploma in Health and Social Care or above.		√	Application form and certificates
Willingness to complete the Care Certificate within 12 weeks if NVQ 2 not held	√		Application form and interview
A commitment to continue with further training and qualifications	√		Application form and interview

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Personal Attributes			
Enthusiastic, respectful and sensitive attitude to our Service Users and colleagues in a pursuit to ensure a sense of belonging	√		Interview
Maintaining an optimistic 'can do' attitude at all times, whether that be with Service Users, colleagues or other stakeholders.	√		Interview
Being accountable for your own personal growth and development		√	Interview
Being an active member of the team in finding solutions		√	Interview
Ability to work calmly, effectively and accurately under pressure	√		Interview
A champion of equality and diversity		√	Interview