

Partners in Support

JOB DESCRIPTION - SUPPORT WORKER

This job description is a statement of the core duties of a support worker employed by Partners in Support. Each individual supported will have a personalised person specification that will outline the key characteristics and qualities of the staff that will be recruited to provide their support.

Accountability

The post holder is accountable to the Team leader, Service Manager and/or Director of Partners in Support and to the individual receiving the support.

Role and responsibility

The core responsibility of the Support Worker is to provide direct support to an individual. The role requires the ability to use initiative and work independently and creatively, providing support that enables the individual to lead the life they wish.

Main responsibilities

To ensure the individual receives the highest quality of support in line with the values of Partners in Support. The Support Worker will be employed:

1. To provide direct support that meets the individual's Person Centred Plan and Working policy.
2. To actively support the individual with their communication and empower them to take control.
3. To ensure that the individual remains at the centre of their support.
4. To support the individual to be fully involved in meetings as they wish.
5. To support the individual with their emotional well being and relationships.
6. To report any concerns regarding the individual to the team leader.
7. To adhere to and implement Partner in Support policies and procedures.

Key Duties

8. To help monitor the individual's mental, emotional and physical health.
9. To support and empower the individual to manage their budget and finances.
10. To treat the individual at all times with respect and respect the choices that they make.
11. To support the individual to develop and maintain relationships with neighbours, their friends and family.

12. To assist the individual to explore and try new experiences within employment and recreational activities.
13. To provide personal care in accordance with the wishes of the individual, respecting the dignity of the person at all times.
14. To work with the individual to maintain and to learn new skills.
15. To communicate respectfully with the individual and other members of the support team.
16. To support the individual and/or their family to report any concerns or complaints.
17. To support the individual to develop and utilise natural support networks, e.g. family, friends, colleagues and neighbours.
18. To support the individual to meet their household responsibilities.
19. To report to a Team Leader and receive regular supervision and attend team meetings and training as required.

Duties may vary from time to time as agreed with Partners in Support.

Last Updated January 2010

Partners in Support

PERSON SPECIFICATION - SUPPORT WORKER

Location:	Royston, Baldock or Stevenage	Salary:	£16,995 per annum (pro-rata for p/t)
Reporting to:	Team Leader	Sleep-in Allowance:	£31.80 per night

	EXPERIENCE	
1	Experience of providing person centred support to people with learning disabilities	Desirable
	SKILLS	
2	Evidence of networking skills and ability to build links within Royston	Essential
3	Ability to manage difficult situations calmly and effectively	Essential
4	Ability to work independently and use own initiative	Essential
5	Ability to work as part of a team	Essential
	KNOWLEDGE	
6	Knowledge and commitment to Person Centred Approaches and the aims of Partners in Support	Essential
7	Possession of, or commitment to obtain, an appropriate NVQ	Essential
	INTERESTS AND CHARACTERISTICS	
8	Energetic, being able to support activities such as walking, playing pool, swimming and going to the gym	Essential
9	Calm, patient and positive in their interaction at all times	Essential
	CIRCUMSTANCES	
10	Able to work flexibly, including weekends, sleep-ins and evenings	Essential