

Role Profile

Job Title	Support Worker
Barnet Band and scale range	Sep 25-28
Reports to	Manager of Service
Service area	Younger Adults, Disabilities
Number of staff responsible for	None
Budget responsibility (£)	None

Purpose of Job: - To offer individual support to people with disabilities within the framework of the seven social care outcomes;

- improved health and emotional wellbeing,
- improved quality of life,
- making a positive contribution,
- exercising choice and control,
- maintaining personal dignity,
- economic wellbeing and freedom and
- freedom from discrimination.

Key accountabilities

Supporting People to Plan Their Own Lives

- To use appropriate tools to help people determine plans for their lives.
- To make use of community resources to help and inform people to make decisions.
- To work in a non-judgemental manner to support people with what is important to them.
- To help people understand and manage risks in everyday life.

Consistency

- To follow policies and procedures and agreed guidelines for supporting individuals and for the service.
- To work towards measurable goals agreed within a supervision and appraisal framework of performance management.
- To develop and maintain an excellent team working environment focussed on the delivery of personalised services.

Time Management

- To respect the needs of individuals and to arrive in good time to support people with their planned activities.
- To respect colleagues and others and to arrive in good time for meetings and other events.
- To prioritise tasks and ensure that each is given adequate time to be achieved.
- To support individuals in a patient manner to give each person time to realise their personal goals.

Professional Development

- To learn from experience and the experience of others within the team, both formally and informally.
- To attend formal training on a range of topics as defined through Annual Appraisal
- To keep abreast of developments both locally and nationally relating to the support of people with disabilities
- To participate in the induction and coaching of new and less experienced staff.

Teamwork / Lone Working

- To work closely with colleagues to support people in a predictable and consistent way
- To communicate information with colleagues to support service delivery, using a range of methods including; in person, by telephone and via electronic communication etc.
- To take initiative, when required, to support people on an individual basis and to make appropriate decisions without constant management intervention.

Working in Partnership with other Significant People

- To value the contribution of parents and carers in the support of individuals
- To seek the advice and support of relevant professional colleagues

Qualifications required

Type	Level required
Professional qualifications/memberships	None
Education	Knowledge of "Valuing People Now" and the Choice and Independence agenda. Basic statutory training in Health & Safety, Epilepsy, Medication , Risk Management, Safeguarding Adults etc Good literacy and numeracy skills

Technical / Knowledge Requirements

Type	Description
Service/ Condition Specific Knowledge includes, but not limited to:-	Proact SCIPr(physical interventions) Knowledge of Autism, TEACCH, Triad of Impairments, Makaton Dysphagia Dementia
IT Skills	Good skills in Microsoft Office Use of technology involved in mobile

	working
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Behavioural Competencies

Competency	Key to role
Person Centred Approach	Able to demonstrate values and principles of choice and independence
Communication Skills	Demonstrate the ability to communicate effectively at all levels and reflect this in the delivery of effective support using a variety of appropriate methods.
Provision of appropriate data	Can demonstrate the ability to search a variety of information sources to meet the needs of the customer and resolve the queries
Time Management	Is able to demonstrate the ability to manage time Is able to demonstrate working effectively as part of a team and to work on a range of competing priorities to agreed outcomes
Provide high quality services	Can demonstrate the ability to provide solutions to challenges; review, maintain and improve service delivery.
Flexibility and Positive Attitude	Can demonstrate ability and willingness to respond to changing aspirations and needs of individuals and the service.

All candidates will be subject to an enhanced CRB check