

Kent County Council

Job Description: *Support Worker*

Directorate: Adult Social Care and Health
Unit/ Section: Learning Disability
Grade: KR5
Responsible to: Registered Manager

Purpose of the Job:

Assist in meeting the needs and aspirations of people with learning disabilities by using a person centred approach, providing them with encouragement, support and assistance, promoting their social inclusion and promoting their rights and choice under the supervision and direction of a senior member of staff and within the context of County and Directorate procedures, as well as primary care legislation, to enable to people with learning disabilities to live more independent and fulfilled lives.

Main duties and responsibilities:

- Encourage and support people with learning disabilities to live independently by providing guidance and psychological, social and physical support as appropriate, in accordance with the agreed support plan, in order for them to be as self managing as possible in all aspects of their daily life. This includes providing personal care as appropriate.
- Promote the social inclusion of people with learning disabilities by encouraging and supporting them to access activities and participate fully in their local community, in accordance with their agreed person centred support plan and under the direction and guidance of senior staff, in order for them to live as full members of the community.
- Promote effective communication and relationships by responding to individual's verbally and by physical presence and by listening to and supporting needs or problems in a manner which promotes confidence, to ensure awareness of the individuals' needs and aspirations and that individuals play an equal and valued role in decision making.
- Encourage and support self medication and administer prescribed medication and homely remedies as appropriate, for which there is professional agreement, using the correct technique at the appropriate time, in accordance with the person centred support plan and within standard procedures guidance.
- Contribute to the monitoring, recording, evaluation and review of the individual's progress against the agreed person centred support plan, taking into account the individuals and others views to inform the overall provision of service, implementing modifications under the supervision of relevant senior staff.

- Contribute to the production of records and written reports, under the supervision of senior staff, in accordance with internal and legislative requirements, which may be presented for review meetings, planning meetings and recording purposes, ensuring that confidential records are stored in a safe location, so that appropriate records are maintained.
- Promote equality for all individuals which recognises and encourages anti discriminatory behaviour, respecting confidentiality of information, recognising people with learning disabilities' rights and choice and respecting their personal beliefs and identify and challenging discriminatory views in the community, in order to foster equality, diversity and rights.
- Promote health, safety and security in undertaking work activities and in the work environment, by being aware of, monitoring and reporting risks and by complying with internal health and safety policies and procedures and relevant legislation, to ensure the health, safety and welfare of themselves and others.
- Identify and process any safeguarding and quality of care issues and refer on to appropriate colleague to ensure that people with learning disabilities' welfare is protected and that quality and standards of services provided are maintained.
- Assist and escort service users in a minibus or occasionally in a car, observing and acting upon any challenging behaviour or deterioration of well-being to ensure a safe delivery and preventing any distraction to the Driver.
- Drive the minibus in accordance with the Highway Code, the County Council's Code of Practice for minibus drivers and training provided by the Road Safety Unit of the County Council to maintain client, staff and public safety whilst on the highway.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Support Worker*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<p>Work towards completion of Skills for Care Common Induction Standards, or evidence of having completed the Common Induction Standards.</p> <p>NVQ 3 in Health and Social Care or equivalent OR willing to work towards completion of Level 4 Diploma in Health and Social Care</p>
EXPERIENCE	<p>Relevant experience of care and support of other individuals (this can include voluntary experience and personal experiences as well as paid work), including within the public, private or voluntary sectors in the care of adults/working with people with learning disabilities.</p> <p>Practical experience of personal, domestic and hygiene care.</p>
SKILLS AND ABILITIES	<p>Excellent communication and listening skills</p> <p>Ability to establish a rapport with people with learning disabilities and their family/carers</p> <p>Ability to encourage and support others to be independent</p> <p>Written and numeracy skills to be able to assist in completing records and reports, and to support service users with handling money</p> <p>Excellent organisational and time management skills</p> <p>Able to work alone and use initiative</p> <p>Counselling skills</p> <p>Creativity and problem solving skills</p> <p>Basic IT skills</p> <p>Good customer care skills</p> <p>Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day if required, using car, public transport, car-sharing etc</p>

	Commitment to equalities and the promotion of diversity in all aspects of working
KNOWLEDGE	<p>An appreciation of social issues in relation to learning disability and a general understanding of people with learning disabilities.</p> <p>Knowledge of local community, including its facilities and activities and the roles of various organisations/ agencies</p> <p>Awareness of Valuing People Now and personcentred planning</p> <p>Awareness of and commitment to the 'promoting independence' and 'person-centred' ethos of the Service</p> <p>Awareness of the Mental Capacity Act and Deprivation of Liberty Safeguards (DoLS)</p> <p>Awareness and understanding of Adult Safeguarding policies and procedures</p> <p>Knowledge and understanding of relevant Directorate and Corporate policies and procedures</p> <p>Awareness of the needs of people with learning disabilities with challenging behaviour, autism, epilepsy and other disabilities</p> <p>Awareness of NHS and Community Care Act</p> <p>Working knowledge of basic First Aid, health and safety, community safety, administration of medication, Infection control and food hygiene</p> <p>Awareness of Data Protection and confidentiality issues</p> <p>Staff will be expected to have an awareness of and work within national legislation and Corporate and Directorate policies and procedures relating to Health and Safety</p>
BEHAVIOURS AND KENT VALUES	<p>Kent Values:</p> <p>Open</p> <p>Invite Contribution and Challenge</p> <p>Accountable</p>