Kent County Council
Job Description: *KES Enablement Worker*

Directorate:	**Adult Social Care and Health**
Unit/Section:	**Kent Enablement Services**
Grade:	**KSD**
Responsible to:	**Senior Enablement Worker/Team Coordinator**

Purpose of the Job:

Provide a short-term service through working directly and flexibly with people with enablement needs who may be diagnosed with mental health, a learning disability or Autism to support their social care needs as identified in their care needs assessment.

Main duties and responsibilities:

- Provide support to people to work towards achieving the goals and aspirations that they have set for themselves in their care and support plan.

- To work within a person-centered approach to empower people in relation to identified assets and needs through interventions which enable daily living activities, health promotion, benefit maximization and welfare rights and encourage involvement in social activities, education, and employment. Positively promotes independent living within the community and enable people to become socially inclusive.

- Work with adult social care and health teams, including Strategic Partners, Public Health, Clinical Commissioning Groups, other primary care organisations, local organisations, and the wider community to achieve an integrated response to maximise people's independence.

- Work flexibly to ensure that people engage effectively with an agreed enablement plan and access appropriate services, on a regular and consistent basis within the up to 12week service involvement period.

- Monitor record and contribute to the evaluation and review of people's progress against the agreed enablement plan, encouraging and supporting people to be actively involved in this process. Notify the professionals coordinating people's care of any changes and matters of concern together with copies of contact notes and case records so that appropriate action can be taken.

- Promote equality for all people, respecting confidentiality of information, recognizing people's right and choice and respecting their personal beliefs

and identify and challenge discriminatory views in the community, in order to foster equality, diversity and rights.

- Attend and participate in training sessions, team meetings, appraisal/personal development meetings, and supervision as required and assist in the training and providing of advice to colleagues as directed.

- Promote health, safety, and security in undertaking work activities and in the work environment by undertaking ongoing environmental risk assessments in people's homes to ensure personal safety and safety for other workers and the people you support. Raise any safeguarding concerns with the professionals involved with the person or the safeguarding coordinator in a timely manner.

- Actively engage in learning lessons from complaints and compliments received by the service.

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

Kent County Council
Person Specification: *KES Enablement 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	• NVQ III or Diploma III in Health and Social Care • Competent in literacy and numeracy • A commitment to undertake continuing personal development.
EXPERIENCE	• Experience of or willingness to work with individuals who have mental health, learning disability or autism needs. • Liaising with other agencies both internal to KCC and external. • Recording information accurately
SKILLS AND ABILITIES	• Excellent verbal, written and listening skills, IT skills, including Microsoft Office, client case note recording systems. • Excellent organizational and time management skills. • Ability to establish a positive relationship with individuals, maintaining professional boundaries and a commitment to the rights and needs of people and their carers, creating innovative solutions to help empower people whilst encouraging and supporting independence. • Ability to act calmly in emergencies and to respond in a professional manner to stressful and challenging behavior. • Ability to travel across a wide geographical area in a timely and flexible manner at various times of the day including outside normal business hours. • Ability to work autonomously for periods of time without regular access to an office base. • A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability
KNOWLEDGE	• Understanding of Adult Social care system • Knowledge of benefits/employment/housing systems • Awareness of services and community resources available locally and how to access them. • Awareness of person-centered planning • Awareness of all relevant legislation e.g., Care Act, safeguarding, mental capacity act • Awareness of Data Protection and confidentiality Legislation. • 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.
KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and

	offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making