

Job description

Job title

Community Support Worker, Day Support Services

Hours

Various with full time hours for this role being 35 hours per week

Contract

Permanent

Role profile and grade

PCS10 – Grade 1, Point 1

Salary

Starting salary - £21,851.30 (£12.01ph) with biennial increments
Full time equivalent salary for 37.5 hours is £23,412.00

Additional Payments

Enhanced pay for weekend shifts - 25% added to your hourly rate of pay.

Location

The Hub, Salford

Reports to

Team Leader or Senior Community Support Worker

Type of DBS required

Full Enhanced (We will apply for this on your behalf.)

Job purpose

To enable individuals with complex learning disabilities, and/or an autism spectrum condition, to lead an independent life having due regard to their health, aspirations and social needs within their local community.

Safeguarding vulnerable children and adults is a priority for all employees.

Nature of the post

The post holder will be employed within a community-based service in the Stockport, Bolton and Greater Manchester area. The aims of the service are to provide extensive care, specialist positive behaviour support and promote independence and inclusion within the local community, in order to empower the individuals to take control of their own lives. The main focus is to provide the highest level of support in order to enable greater independence, choice and fulfilment for the individuals.

The individuals will have a variety of complex needs which may include learning difficulties, Autism spectrum conditions, including behaviours perceived as challenging, mobility, communication, health and social care needs.

Main duties will be carried out working shifts allocated by the delegated staff member, which may include some weekends, early evening work. As part of this role the post holder will be expected to support individuals within the community, which may include general outings, or appointments which they are due to attend. A number of flexible hours will be spent attending meetings, staff meetings, supervision, annual appraisals, training, and FAC's reviews.

The post holder if a registered driver will be expected on behalf of the Trust and individuals, to have use of the vehicle based at the service, and with the correct insurance may need to use their own vehicle to attend training, meetings etc.

The key objectives are to successfully complete a mandatory appropriate Induction programme complemented by specialist training into the care certificate and positive behaviour support and to fulfil the Community Support Worker accountabilities to a standard complying with the National Occupational Standards for the post and the individual standards of the service.

Within the Together Trust Day Services Model; staff are required to work cohesively and consistently within the team to meet the individual's needs. The role entails encouraging independence, care planning, risk assessing, liaising with family/carers and other stakeholders, report writing, attending meetings, undertaking personal care and being proactive in relevant training alongside working as part of a team.

The staff will work under a clear management function that includes therapeutic input from a clinical team that includes: Speech and Language Therapists, Occupational Therapists, Clinical Psychologists and Positive Behaviour Support leads. The nature of the work of the Trust is varied and, in many instances, unpredictable. All staff are therefore expected to work in a flexible way and tasks that have not been covered in the job description have to be undertaken. The post holder will also be mainly working on an independent basis within the service each day. In addition, they will be required to have some responsibility for decisions affecting day to day delivery of the service in the absence of more senior staff; for example the distribution and accountancy of petty cash.

At all times, the post holder is expected to conduct and attire themselves professionally, to work within the current legislative framework and adhere to the Trust's Policies and Procedures. There is an expectation of successfully completing Induction/Foundation and ongoing training in order to achieve this aim.

Key responsibilities

- Provide a caring, safe, secure and accepting environment that meets the basic physical, health, social needs and rights of the individual, and which respects and promotes the needs of each person arising from their racial, cultural and religious background. This will be achieved through integrating positive behaviour support strategies and approached to enable individuals to achieve outcomes that improve their quality of life, independence, and connection with others.
- Under the direction of senior workers staff will enable individuals to undertake key tasks may including a range of domestic, personal and leisure-based skills complying with health and safety policies and guidelines for individuals and staff.

- Undertake training to maintain/develop your clinical skills, positive behaviour support skills, knowledge and awareness, and to administer medication in line with Together Trust Policies and Procedures.
- Work in collaboration with PBS leads and coaches to ensure that opportunities to develop and maintain relationships with significant other is preserved.
- Undertake direct work that is designed to meet the individuals needs as identified within the Person-Centred Plan, enabling him/her to maximise their full potential. Supporting the individual's significant relationships and working with families will be a part of this task.
- Develop and maintain a robust awareness of safeguarding and protection issues (POVA), how these fit with positive behaviour support and raise any concerns regarding the individuals with the appropriate people.
- Maintain accurate and up to date records of the work undertaken with the individuals and complete written reports for planning meetings. This will be in consultation with the line manager and be undertaken to a standard commensurate with the professional aims of the service.
- Work pro-actively within a team of skilled and professional specialists to ensure that positive behaviour support as a whole approach is implemented into day-to-day support, the culture of the service with individuals who may present challenging and at times socially unacceptable behaviour. This is supported by training and ongoing support.
- Undertake such other tasks as may be deemed appropriate to the post and the remit of the service.

Other responsibilities

- Actively engage with the Together Trust's vision, mission and values.
- Commit to promoting equality, diversity and inclusion.

Person specification

You will need demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications and training	<p>Basic literacy & numeracy skills.</p> <p>Level 2 QCF award in Health & Social Care – Children or Adults, or willingness to commence award within the timescales set by the Trust.</p>	<p>Makaton/PECs training.</p> <p>Qualification in positive behaviour support and/or psychology.</p>
Experience and skills	<p>Ability to undertake the full range of tasks, in a well-planned way that respects & values of the individuals.</p> <p>Flexibility to respond to the needs of the service and individuals.</p> <p>Ability and resilience to work with behaviour, which may challenge, in a caring and consistent manner, including the maintenance of appropriate boundaries for behaviour.</p> <p>Ability to work individually on shift using your own initiative and as part of a team, maintaining & encouraging, open and honest communication.</p>	<p>Experience of working with or within statutory or voluntary agencies within a community setting.</p> <p>Experience of providing proactive support to individuals.</p> <p>Experience of working with people with disabilities and an awareness of their rights and needs.</p> <p>Awareness of community-based projects/activities for Tenants.</p> <p>Experience of reflective practice and positive challenging others in a team.</p>

	<p>An enthusiastic, reliable and outgoing person with a level of maturity and skills and interests which can be utilised to engage with Tenants.</p>	<p>Experience of supporting individuals to positively manage their behaviours.</p> <p>Experience of working with adults with ASC/complex communication needs.</p> <p>Multi-disciplinary approach to meeting clinical, physical and emotional needs.</p> <p>Assist with risk assessments for the service and community settings.</p> <p>BILD accredited PBS course.</p>
<p>Knowledge and understanding</p>	<p>Knowledge of the issues affecting disabled people.</p>	<p>Knowledge of the issues that individuals with disabilities deal with on a day-to-day basis.</p> <p>Knowledge of the Domiciliary Minimum Standards, the Inspection process and Supported Tenancy Model.</p> <p>Knowledge of how to follow and implement positive behaviour support into the setting within team with a service user.</p> <p>Knowledge relating to complex communication barriers / total communication.</p> <p>Knowledge of the Social Model of Disability and LDAF.</p>

		Knowledge of Autism.
Other	<p>Flexibility to respond to the needs of the service and individuals.</p> <p>Good communication and interpersonal skills.</p> <p>Good organisational and time management skills.</p> <p>Commitment to continuing personal and professional development.</p>	<p>I.T. Skills</p> <p>A clean driving licence held for twelve months.</p>

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or socio-economic background. We are committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.