

Job description

Job title

Community Support Worker (Day Service)

Hours

35 hours – full time

Contract

Permanent

Role profile and grade

PCS10 – Grade 1, Point 1

Salary

£24,481.33 pro-rated from a full time equivalent of £26,230.00

Hourly rate is £13.45ph

Additional Payments

Time and a quarter for weekend hours worked.

Location

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 home and local community.

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

Nature of the post

The post holder will be employed within the Salford Hub. 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 they are due to attend. A number of flexible hours will be spent attending meetings, staff meetings, supervision, annual appraisals, and training.

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 Specialist 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 ethos; 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.

Additional information

- The work at the Trust for those working directly with the young people can on occasion be physically demanding and employees must be able to undertake in full the requirements of the job and requisite training.
- For the safety of staff and the young people, training will be provided to assist employees to carry out their role, specifically the Movement & Management of Loads and People, Emergency First Aid and PROACT SCIPr UK training (this provides staff with the skills to carry out the sometimes necessary safe holds in a non-threatening way). Employees will be required to fully participate in all training.
- Having a disabling condition does not preclude you from working for the Together Trust. However, you should make the Together Trust aware of any adaptations required to enable you to undertake the work.
- We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all its staff and volunteers to share that commitment.
- The Together Trust is committed to equality and diversity, but is underrepresented in the workforce by men, men and women from ethnic groups and people with disabilities. The Together Trust therefore welcomes applicants regardless of their racial, ethnic or national origin, religion or beliefs, disability sexuality, age or responsibilities for dependents.

Person specification

You will need to 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>Good standard of written and oral English.</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>

Knowledge and understanding

An enthusiastic, reliable and outgoing person with a level of maturity and skills and interests which can be utilised to engage with Tenants.

Knowledge of the issues affecting disabled people.

Experience of supporting individuals to positively manage their behaviours.

Experience of working with adults with ASC/complex communication needs.

Multi-disciplinary approach to meeting clinical, physical and emotional needs.

To assist with risk assessments for the service and community settings.

Knowledge of the issues that individuals with disabilities deal with on a day-to-day basis.

BILD accredited PBS course.

Knowledge of the Domiciliary Minimum Standards, the Inspection process and Supported Tenancy Model.

Knowledge of how to follow and implement positive behaviour support into the setting within team with a service user.

Knowledge relating to complex communication barriers / total communication.

Knowledge of the Social Model of Disability and LDAF.

		Knowledge of Autism.
Other	Commitment to continual personal and professional development. Good communication and interpersonal skills. Good organisation and time management skills.	I.T. Skills. A clean driving license held for at least twelve months.

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.

