



Support Worker

Job Description

Reporting to:	Service Manager / Deputy Manager	Location:	Site Specific
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Main Purpose

A support worker is responsible for supporting individuals using our services with their emotional and physical care. This necessitates teamwork in order to uphold a stable, happy, and caring environment that prioritises the health, safety, and welfare.

To offer the highest level of person-centered care and support to those who use our service, upholding their dignity and respect, enabling them to live as independently as possible to reach their full potential, while ensuring that one's own actions and behaviour comply with corporate policy and local procedures, statutory regulations, and quality standards.

Core Expectations

1. Ensure that all personal needs and requirements, such as assistance with daily tasks, participation in activities, and personal care, are met for those who use our service.
2. To assist individuals to set and achieve their goals in the way they choose.
3. Finish all daily administrative tasks, such as updating MAR charts, person-centered support plans, support plans, and complete daily log books and data.
4. Develop positive relationships with individuals we support, their families, colleagues, visitors, and other stakeholders while maintaining professional relationships.
5. Maintain safety, security, and confidentiality standards through professional conduct, including adherence to policies and procedures.
6. Assume keyworker responsibilities for specific individuals, assisting them in setting goals and achieving their personal objectives while making sure that everything is well-documented and regularly reviewed.
7. The role holder should approach their work with flexibility and innovation, be able to support and facilitate individuals in making decisions, and always encourage choice and involvement of each person.
8. Proactive approach to support, making suggestions to help improve quality for all.
9. To actively seek out pertinent communications by attending meetings, checking, electronic communication/e-mails, notice boards, and communication diaries.
10. To perform any additional duties that are reasonably compatible with this job description and its goals as and when necessary.
11. To show up for and actively participate in all training sessions as scheduled in order to gain the abilities, credentials, and knowledge needed to perform the job well.
12. Use the skills and approved strategies learned through training, to support individuals who may engage in challenging behaviour in a safe and supportive manner while promoting positive behaviour management.

Education and Skills

Essential

- *Basic numeracy skills*
- *Basic literacy skills*
- *Willingness to work towards a Diploma Level 2 in Health and Social Care*

Desirable

- *Diploma Level 2 or higher in Health and Social Care*
- *Knowledge and understanding of learning disabilities, autism, or mental health conditions*

Experience

Previous experience in a care or supported living role is desirable, **but not essential**.

Health and Safety

In performing the duties outlined in this job description, you are required by law to take reasonable precautions for your own health and safety as well as the health and safety of others. This entails taking proactive measures to recognise workplace risks, follow safety policies and procedures, and make sure that nothing you do, or don't do, puts you or others at risk. This includes making the environment safe and secure for those who use our services.

This responsibility entails making sure that anyone on Cedar Health and Wellbeing property is authorised to be there and that their visit is documented in accordance with Cedar Health and Wellbeing policies.

Working Environment

A rewarding position is that of a support worker at Cedar Health and Wellbeing. It might require working unsociable hours and be demanding. It's important to be able to work well as a team and manage the pressures that come with some aspects of the behaviours of the people who use our services. A successful support worker will give individuals the freedom to decide how to live their lives and allow them to reach their full potential.

This post is subject to an enhanced level DBS Disclosure and Barring Check, including a check against the “Barred List” in respect of the Adults Workforce.