

Support Worker (Female) Job Description

Post	Support Worker (Female) We are an Equal Opportunities Employer, however due to the nature of this position, this post is exempt under the Equality Act 2010. In this instance there is a Genuine Occupational Requirement to recruit Female applicants only.
Hours	35.5 hours per week. Work pattern is 9.00am to 4pm Monday to Friday except Wednesday 9.00am – 4.30pm to attend staff meeting.
Salary	£26,578 per annum gross; £13.45 per hour, rising annually
Reporting to	General Manager
Holidays	7.02 weeks full-time, pro rata for part time. Some annual leave is fixed when the centre is closed.
Pension	The post holder will be invited to join the company pension scheme
PVG	The post holder will be or must become a member of the Protecting Vulnerable Groups (PVG) scheme
Probation period	6 months during which the appointment may be ended with 1 weeks' notice.
Closing date	9am on Monday 8 th June. Interviews held week beginning 15 th June. Start date by 13 th July or before.

Introduction

Columcille provides creative daytime activities to adults with learning disabilities in a social environment that supports relationships, skills development, and physical and emotional wellbeing. We offer different types of creative craft workshops, as well as cooking, performing arts, holistic therapies and support to access community facilities.

This role involves working with a range of individuals with different needs, so we are looking for someone skilled in building relationships with adults with learning disabilities, some of whom have additional support needs. We require an individual able to adapt to different needs and communication styles with excellent interpersonal skills, and able to provide personal care.

The role holder will be part of a supportive team, with access to regular support and supervision, training and professional and personal development opportunities. There is a generous annual leave entitlement and competitive salary which increases annually.

For more information go to www.columcille.org.uk

Job Description

Purpose of Role

To provide care and support to adults with learning disabilities to meet their needs and preferences in our day service building in Morningside and local community resources.

Key Responsibilities

Support work

- Build person-centred relationships with adults with learning disabilities.
- Provide 1-1 support and small group support that enables individuals to be as independent and in control of their life as they want and can be.
- Respect and uphold the dignity and needs of the service users at all times.
- Work in accordance with National Care Standards and SSSC Codes of Practice.
- Work according to individual's Personal Plan and risk assessments and contribute to the on-going learning and understanding about the needs, strengths, and preferences of individuals.
- Provide support with intimate personal care, assistance with meals, mobility, administration of medication including emergency PRN medication if needed.
- Support individuals in planned activities withing Columcille.
- Support individuals to access community facilities including use of public transport, leisure facilities, cafes, public spaces
- Manage and respond to any behaviours that challenge understanding that behaviour is a means of communication.

Communication and teamwork

- Contribute to positive team working through daily communication with colleagues and active participation in the weekly staff meeting.
- Be Keyworker to some individuals and provide written reports for reviews
- Provide cover in the café serving and supporting people at lunchtimes if required.
- Adhere to Columcille's policies and procedures including health and safety.
- Liaise with external staff, family and other relevant parties involved with individuals.
- Maintain and update accurate records required by the Registered Manager.
- Support and contribute to an orderly, clean environment in the Centre each day.

Learning and Professional Development

- Attend induction training and any further training applicable to the role
- Be open to learning about social therapy, the approach underpinning Columcille
- Maintain professional boundaries and confidentiality
- Use supervision for reflection, learning and professional development
- Meet SSSC registration requirements when the register opens to day service staff.

Person Specification

Experience and Knowledge	
Experience of supporting adults with learning disabilities in either a residential or day service setting	Essential
Experience of providing personal care	Essential
Experience and skills needed to lone work; for example, be able to use judgement in managing risk and adapting plans.	Essential
Knowledge and understanding or professional boundaries	Essential
Knowledge and understanding of Adult Protection	Essential
A relevant Practice qualification at SCQF Level 6 such as SVQ 2 Social Services and Health care or equivalent.	Desirable
Knowledge and understanding of the Health and Social Care Standards and SSSC codes of practice	Desirable
Values	
Openness to learning about and working with social therapy	Essential
Person-centred value base and practice	Essential
Demonstrate respect in interactions and relationships with people	Essential
Skills and Personal Qualities	
Empathy and understanding of behaviours of concern	Essential
Able to reflect on practice and learn from experience	Essential
Good communication and listening skills	Essential
Alert to group dynamics, and emotional needs of individuals	Essential
Knowledge and interest in one of the workshop activities at Columcille	Desirable