



Job Description - Support Worker –Learning Disability Services

JOB TITLE: Support Worker

REPORTS TO: Support Coordinator

ACCOUNTABLE TO: Registered Service Manager

SevaSupport Core Values

Our ethos is simple: SevaSupport works with people with learning disabilities to live the kind of life they choose.

We promise to

- Have respect for the people we support and their way of life
- Respect every individual's ethnic, religious and cultural needs
- Involve the people that we support in all decisions which affect their individual service and how we do things as an organisation
- Be responsive and listen to what people want from us
- Work in partnership with families and carers
- Maintain the dignity of everyone we support
- Help individuals to maintain and develop friendships, relationships and support networks
- Support people who use our services to be healthy and safe
- Never 'over support' the people who use our services
- Work with individuals to achieve their dreams and aspirations
- Have a trained and competent team of people within SevaSupport who all share the same ethos
- Be reliable and trustworthy

JOB PURPOSE

We support all kinds of people with different needs, in different ways, including people with:

- A learning disability
- Complex health needs
- Autism and Autistic Spectrum Disorder
- Profound and multiple disabilities
- Asperger's syndrome
- Mental health problems
- Physical disabilities
- Communication difficulties
- Complex behaviour
- Sensory impairments

JOB DESCRIPTION

- Support people to gain more control over their lives and to maximise their inclusion and participation within their own community according to their interests, needs and wishes
- Enable individuals to achieve planned goals and personal outcomes
- Support people within a range of settings as required. You may be required to work within a supported living environment/persons own tenancy, or within the community. Individuals may also be supported within the family home where appropriate
- Promote Equality and Diversity within the service and the wider community
- Provide safe, flexible and responsive support in line with current statutory requirements and legislation

This post requires you to work flexibly, which will include working evenings, weekends and sleep in/waking night duties as required. We offer a continuous service, 365 days per year to the people who use our services.

CORE DUTIES

To support people using person centred approaches. This will include:

- Involving people using communication/language that is meaningful to that person
- Providing the type of support that the individual wants and needs, at times requested by them.
- Advocating for the person using our services as appropriate
- Promoting equal opportunities

RESPONSIBILITY FOR THE PEOPLE THAT WE SUPPORT

Supporting people to achieve positive outcomes:

- enabling people to develop their cultural, spiritual and emotional needs as well as their health, relationships and communication requirements
- working in line with Risk Assessments and Support Plans as appropriate
- participating in the development and implementation of Individual Support Plans
- maintaining complete and accurate records including individuals' personal files, health action plans and financial records
- supporting people to be at the centre of any planning about their own lives
- participating in review meetings during which personal goals and outcomes are agreed
- liaising and working closely with a range of other support services, agencies, families/carers and other professionals as required
- supporting people to be valued members of their own communities

Supporting people with respect in order to meet their day to day needs, including:

- Physical Support
- Personal Care

- Administration of medication
- Promoting community activity, employment, education and leisure/social opportunities
- Working as a team
- Developing consistent working practices
- Having a willingness to share duties and support each other

Working within and supporting the delivery of services that meet current relevant national legislation and standards. Adhering to SevaSupport policies and procedure at all time, including:

- Safe administration of medication
- Health & Safety
- Confidentiality
- Safeguarding Vulnerable Adults

Taking an active role in your personal and professional development through supervision and training opportunities.

Other Responsibilities:

To undertake any other duty relating to the role of Support Worker, as directed by the relevant Line Manager.

Equal Opportunities

SevaSupport is an Equal Opportunities employer and is committed to achieving equality of opportunity both in the delivery of services to the community and its employment arrangements. All SevaSupport employees must understand and promote our policies at all times

Health and Safety

All employees have a responsibility for their own health & safety and that of others while undertaking their duties.

Job Description Agreement

Name of Applicant (Please Print Name)	
Signature of Applicant	
Date	
Name of Line Manager (Please Print Name)	
Signature of Line Manager	
Date	