

Job Title: Support Worker

Cygnet Health Care supports adults with learning disabilities and complex needs who may at times display challenging behaviour. We are designed to provide each individual with an organised and efficient care and developmental pathway that is delivered in living and learning environments that promote warmth, security, consistency and understanding – essential for individuals who live with autism and its day-to-day challenges.

Each individual in our care begins an inclusive and personalised pathway of support from the point of access designed to support them to develop the necessary skills to experience or maintain their optimal level of independence.

We aim to develop and nurture the best 'team around the person' to ensure each individual's success including ensuring friends and family are equal partners with the professionals we employ to:

- Ensure meaningful user involvement by working inclusively, collaboratively and in genuine partnership
- Nurture positive interpersonal relationships in order that everyone is treated with fairness, respect and dignity
- Support individuals in fulfilling their potential and achieving a meaningful life
- Ensure objectives for care and support and positive outcomes are at the forefront of care planning from the outset
- Enable individuals to become full citizens in their community, regardless of their learning disability, complex needs and behaviours labelled as challenging.

Each individual care / support and developmental programme in conjunction with positive behaviour support plans is designed to influence a gradual process of development. Each will outline the anticipated care needed in an appropriate timeframe to help each individual move progressively and positively throughout their care pathway with measured outcomes.

The Role of a Support Worker

You will play an active role in the day to day care and support of the residents in our care. You will implement care plans and create a homely atmosphere by giving support and assisting with general life skills. In addition you will also support activities and trips with the residents.

Summary of Responsibilities

1. To build professional working relationships with each individual in our services and staff team members.
2. To do everything possible to maintain a safe, clean and enjoyable environment to live and work in, this will involve domestic duties.
3. To learn about our individual's specific needs and help meet those needs in the most appropriate way following all care / support plans, policies and procedures.
4. To assist each individual with their medical and welfare needs and to report as required, which may include the administration of emergency 'when required' medication.
5. To support each individual to maintain their personal cleanliness, general hygiene and appearance, this may include intimate care, following each individuals care plan.
6. To keep up to date with all communication/information systems.

including the right not to be discriminated against, as set out in law and by Cygnet Health Care policies.

- 7 To contribute fully to effective team working by striving to build and maintain positive relationships.
- 8 To carry out, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives.

Health and Safety

- 9 To contribute to and oversee the maintenance of safe and secure learning and care environments. This includes taking the appropriate action in the event of an emergency.
- 10 A duty exists (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to evaluate and take action to reduce the risks. It is expected that you comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk.

Safeguarding

- 11 It is everyone's responsibility to ensure that everything possible is done to protect individuals in our care from abuse of a physical, sexual, neglectful, financial or institutional nature. This includes an absolute requirement to report any incident of this nature you witness, hear about or suspect

The contribution of this role:

- 12 The way in which this role is carried out will have a direct and highly significant effect on the quality of the entire service provided by the company, and bear directly on how well-equipped teams feel to carry out the jobs they are employed to do.
- 13 You will therefore be making a very important contribution to other employees, to matters effecting individuals in our care and their experience of with us, and to the reputation and achievements of all establishments and Cygnet Health Care as a whole.

Person Specification

In order to fulfil the role of Support Worker to the required standard, individuals will require the following skills, experience and abilities:

1. Awareness of the general health, safety and welfare of each individual.
2. Awareness of how each individual develop and learn.
3. Awareness of what equal opportunities and discrimination are and how it can be prevented.
4. Awareness of what effective teamwork is.
5. Ability to follow a work pattern and attend work punctually and reliably.
6. Ability to participate in training and development to enable the job to be done to the required standard.
7. Ability to work as directed and complete tasks reliably and to the required standard.
8. Ability to go wherever our each individual do and participate and lead indoor & outdoor activities.
9. To be able to communicate clearly and easily with each individual and others in a variety of ways.