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Registered in England: 04386239

HUMAN RESOURCES

Job Description & Person Specification

Support Worker.



Job Title: Support Worker

Grade: Salary: Competitive basic salary further upon application to be discussed plus £62.64 per sleep-in, competitive overtime rates and generous benefits and enhancements.

Hours of Work:

39 hours per week calculated over a one-month period, plus overtime & sleep-ins.

Our Culture and Values.

Parity is the heart of our Culture. We celebrate the achievements and aspirations of every individual within City Care.

We share and respect these values.

- *Championing diversity, challenging inequality.*
- *Being positive and encouraging*
- *Respect choices and be aspirational*
- *Being honest and listening – sharing experiences and growing together*
- *Being active, being bold - making a real and lasting difference*

Overview of responsibilities:

- Championing diversity by representing and advocating all individuals with varying backgrounds or beliefs whilst promoting their rights ensuring personal dignity, privacy and respect of each person is promoted and upheld at all times.
- Challenging inequality - educate where there is misunderstanding but when it is unjust ensure it is challenged. Ensure fair access to health needs.
- Be positive - in your expectations, be open minded and promoting an encouraging environment.
- Encouraging everyone to reach their full potential offering a stimulating and fulfilled life and not needing as much help.
- Respecting choices whilst ensure that people have a valued and high quality of life, opportunities and experiences
- Be aspirational aiming high and believing everyone can achieve their goals, in one respect or another.
- Being honest, recognise your limitations, that you may make mistakes and learn from them whilst keeping everyone safe.
- Listening and respect others views whilst sharing your own for a common goal
- Sharing yours and others experiences and using them to growing together
- Being active - encourage being a real part of the local and wider community and opportunity to participation in physically demanding activities according to the requirements of the person.
- Being bold – managed risks whilst maximising life.
- Getting to know people, keeping them at the centre of your thoughts whilst helping them have varied opportunities.
- Keep others and yourself healthy and safe. Telling others if you feel it is not safe.
- Making a real and lasting difference to people's lives thorough all of the above
- Follow Policies and Procedures.
- Complete paperwork, which is of a good standard, and true.
- Look after people's money and possessions whilst encouraging independence.
- To work together and be involved offering suggestions to make improvements whilst listening to others advice and guidance.
- Encourage positive relations with all involved.

Support Relationships and Roles:

- Immediately accountable to the Team Leader and/or Assistant Team Leader where applicable
- Support via the Grade 7 Support Worker and Practice Lead Support Worker where applicable

Additional Requirements:

- Able to work a flexible rota to suit the needs of the individual's supported. This can include public holidays, weekends, evenings and sleep-ins/night shifts.
- To undertake any other duties that may be reasonably required.
- Complete personal care routines as specified in support plans to meet the needs of the individual

Person Specification Support Worker

Essential Attributes

Knowledge, Skills & Abilities:

- Must have a good level of fitness and be able to support people in a range of demanding physical activities.
- Must enjoy being active and able to support individuals to experience potential new activities such as rock climbing, canoeing, martial arts etc. to meet individual's needs.
- Must be confident and retain the ability to remain calm while supporting individuals who may challenge you both physically & mentally.
- Able to remain calm while supporting individuals through times of crisis and know when to seek help.
- Able to identify and manage own stress levels effectively.
- Demonstrates the ability to follow specific behaviour guidelines and support plans.
- Able to spend 'down time' in the individual's home demonstrating and modelling life skills such as keeping the house clean and tidy, cooking and relaxing.
- Demonstrates effective communication skills (listening, verbal and written) at a pace and level appropriate to the situation and individual.
- Demonstrates patience, compassion and understanding.
- Effective team player who is reliable, flexible, conscientious and adaptable.
- Able to work alone and on own initiative in response to the needs of the people supported
- Willing to learn and with support be able to identify own training needs.
- Can work within an equal opportunities environment.

Qualifications, Credentials and Experience:

- Must hold a full, valid, manual UK/EU car driving licence.
- Able to demonstrate how their life experience will support them in their role.
- No experience necessary, full training and support is provided.

To apply visit www.citycarepartnership.co.uk or call 0161 905 3100