



## SUPPORT WORKER - Job description

**At Inspire, we aim to become the provider of choice and deliver exemplary delivery of care for children with learning disabilities in the UK.**

**Our aim is to ensure that our children are not disadvantaged and any disability is seen as an opportunity for innovative and inspirational thinking.**

### **Main purpose of the job:**

The post holder will be responsible to the Home Manager for undertaking delegated tasks to ensure that the service needs are met.

Promote a motivated and inspired energised environment that reflects positive staff engagement, responsibility and accountability.

To recognise the potential capabilities of all our children, providing opportunities, encouragement and support both physically and emotionally. Where others may see limitations, we inspire to deliver innovation.

To achieve optimum outcomes, communication and ability to use a variety of systems including body language, Makaton, PECs, verbal communication and basic sentence structures will be key to this role.

To safeguard all children by demonstrating your knowledge of policies and procedures and implementing these. To have the confidence to evidence your professional curiosity with colleagues and senior colleagues alike that will improve our care practice and safeguard the children. To have sound knowledge to implement the whistleblowing policy regardless of whom this may involve.

Reviewed February 2023





## **Equality & Diversity:**

All young people are equally entitled to have their needs met in a fair and balanced way. Support Workers are responsible for promoting equal opportunities for all and for challenging any behaviour or practice which discriminates against any young person or colleague on the grounds of race, religion, disability, age, gender, sexual orientation or any other perceived difference.

## **Duties and Responsibilities:**

*Provide care for our children through:*

- Attending to practical matters in relation to childcare which may include all aspects of personal care and upkeep of personal equipment
- Ensuring that on weekdays children are ready and prepared for school and you are part of their learning journey including carrying mirroring any targets or goal are met within the home or school environment are met within the home
- Establishing positive relationships with young people and always offering them nurturing unconditional and positive delivery of care
- Meeting the physical, emotional, behavioural, cultural and educational needs of young people
- To undertake child specific training such as Peg feeding, specific health needs and medication competencies including rescue medication
- Act as a role model and demonstrating appropriate pro-social ways of managing behaviours associated with diagnosis i.e. autism
- Supporting children to not be disadvantaged and find alternative solutions to ensuring and all-inclusive lifestyle.
- Ensuring that each child's care plan is followed and contribute as appropriate to reflect their changing needs
- To undertake all training requirements to the diploma level 4 (applicable to role) to enable you to have a sound knowledge and skill base to enhance the learning journey of the children

Reviewed February 2023





***To act as a key worker through:***

- Taking responsibility for allocated children and ensuring that their needs are fully met
- Ensuring relationships with children are positive, warm and rewarding
- Providing care guidance and support on a 1:1 basis to enable young people to make safe choices using appropriate communication aids
- Providing emotional support at times of anxiety or stress and understanding impact of communication and changes in routine for some of our children
- To support our children to self-soothe and self-regulate using tested and effective strategies
- Being ambitious for young people, helping them achieve their goals and optimise their potential
- Providing support for young people in their education and extracurricular activities
- Keeping accurate records and providing written reports on young people for planning meetings, reviews or any other meetings as directed by the line manager
- Empowering young people and facilitating their active involvement in the decision making about their lives and future
- Acting as an advocate at meetings where the young person is the subject of discussion
- Encouraging the young person to develop links with the community, attend off-site activities and expand their personal social network

***To work as part of a team through:***

- Being aware of the aims and objectives of the home and working collaboratively with colleagues to achieve them
- Attending team/ staff meetings and making a positive contribution to them
- Actively contributing to the development of the team
- Receiving and storing information to improve communication
- Being aware of childcare plans for all young people and providing support for colleagues by maintaining consistency in the execution of those plans
- Attending and contributing to regular supervision sessions in line with the National Minimum Standards
- Monitoring the conduct of colleagues and referring on any causes for concern (Whistleblowing)
- Being familiar with all policies and procedures and adhering to them

Reviewed February 2023





**General:**

- Attending young people’s meetings and contributing to them
- Driving company vehicles (current driving licence holders subject to procedures)
- Receiving training appropriate to role and maintaining an up to date training profile
- Responsibility for the accurate maintenance of financial records appropriate to the duties of the post
- To attend and pass MAYBO training (physical intervention) using this strategy and method when required and as appropriate
- Responsibility for the health, safety and welfare of self and colleagues in accordance with the requirements of the organisational Health and Safety Policies
- To carry out all other reasonable tasks as directed by the line manager
- Adhering to the confidentiality policy and data protection under GDPR 2018

Name	
Signature	
Date	

Reviewed February 2023

