Social Care Worker – Job Description & Person Specification

Job Purpose

To deliver outcome-based care with the sensitivity required to provide services in a way which will preserve the dignity, privacy, choice, independence, fulfilment and rights of the Individual we support. To give the Individual we support the strongest voice with regards to decision making and lifestyle choices.

Function:	**Care/Support**
Location:	**Field based**
Reports to:	**Senior Care Worker/Team Lead**
Line Manager to:	**Registered Care Manager**
DBS check required:	**Enhanced**

Accountabilities

1 Delivering the highest standard of quality care to all Individuals we support

1.1 Responsible for ensuring that that all care delivered is in line with current procedures, and all relevant and current professional codes of practice

1.2 Ensure all tasks are carried out in line with the needs, wishes and preferences of the individual, following the care plan and assessments

1.3 To prepare meals, ensuring a balanced diet, undertake household and cleaning tasks, social interaction and any other tasks outlined in the Care/Support Plan to maximise quality of life and be a positive role model for the Individual we support

1.4 To develop effective working relationships with the Individual we support without crossing professional boundaries

1.5 Be willing to work within the homes of the Individual we support, accepting different environments and varying capabilities of the Individual we support

1.6 Adhere strictly to the Company's information governance policies & procedures, protecting confidential information at all times

1.7 Promote anti-discriminatory practice

1.8 Encourage and assist the Individual we support to achieve optimum independence (in both the short and long term as appropriate)

2. Delivering the highest standard of quality care to all Individual we support

2.1 To maintain a professional manner at all times when representing the Company

2.2 To support staff team in ensuring that all administrative systems are factual and accurate, and that all electronic and manual records are up to date

2.3 To ensure that Health and Safety legislation is adhered to at all times and any concerns & complaints are relayed appropriately as per Company procedure

2.4 To work flexibly to meet changing needs of the Company and the Individual we support

2.5 To ensure that all Safeguarding, Protection of the Person, and Adult/Child Protection requirements are adhered to

2.6 To attend staff meetings, training, supervisions and appraisals where necessary

3. Supporting stakeholders and their requirements

3.1 To maintain good working relationships with Local Authorities, Agencies and peer groups to support the development of the Company

3.2 To support the Company to be involved with and/or inform reviews as per Company procedure, with the Individual we support where required

3.3 To alert appropriate staff to any changes in the condition or circumstances of the Individual we support, as per Company procedure

3.4 Take responsibility for the safe handling of property and equipment belonging to the Individual we support

3.5 Be available and willing to undertake any other tasks specified by line management relevant to the role and to the needs of the Individual we support

3.6 To communicate effectively with all peer groups

4. Occasionally, you may be required to

4.1 Undertake other duties as requested by your Line Manager

Person Specification

Able to show a high level of initiative and empathy when working with the Individual we support. To be able to communicate at all levels effectively and to be able to recognise changes in the needs or circumstances of the Individual we support. To be able to travel within a community setting and have flexibility and reliability.

Essential Skills	Desired Skills
• Ability to travel between care visits • Good comprehension of the English language • Good communication & interpersonal skills • Professional manner • Empathetic & Patient • Able to recognise poor practice • Able to thrive in a complex and high-pressure environment • Able to recognise and report hazards • Able to carry out moving and positioning techniques • Accurate record keeping • Team worker • Able to work alone • Flexible • Willing to work towards relevant health & social care qualification	• Experience of domiciliary service provision • Experience of working with adults & children • Experience working with individuals with learning difficulties and physical disabilities • Experience of multi-agency working

Sign:

Date: