Role Title	Care Assistant
Department	Supported Living Services
Hours	Up to 37.5 per week
Directorate	Care
Job Level	Level 3
Position in Service	Reporting to a Team Leader
Main Work Location	Enham Alamein

Role Overview

Working with residents and the staff team to ensure residents receive a high standard of care. Ensure that the service offered upholds the principles of promoting person centred care and through strict adherence to the Skills for Care Code of Conduct for Adult Social Care Workers in England.
To work in partnership with residents encouraging choice, control participation and motivation always adhering to Enham Trust and the Aster Group values.

What You Will Be Doing

Key Duties and Responsibilities

- To support residents with their physical and emotional care and personal hygiene needs, ensuring that their independence is preserved and developed as far as possible, in accordance with affording appropriate levels of privacy dignity and respect.
- To contribute to effective communication with residents, their relatives, friends, other professionals, and care colleagues, ensuring the continuity of quality and safety in the provision of personal care services.
- To encourage residents to maintain maximum independence, considering their physical and emotional health needs and to stimulate their participation in the running of the service.
- To carry out the role of key worker for several residents.
- To maintain all records required for the provision of care services using the care planning tools in place for the service.
- Support residents with distressed behaviours by following all agreed plans and risk assessments, attending service specific training, and ensuring full contribution to positive behaviour support within the service.
- To handover and report any incidents which may have relevance to the residents' individual plans.
- To become familiar with any changes in the residents' health needs or situation within the Care Home at the beginning of each shift.
- To escort and assist residents, as required, in and around the Care Home.
- To escort residents to obtain services including recreational, educational and leisure facilities in the community where appropriate.
- To assist with the provision of food and general housekeeping in accordance with the requirements of the service.
- To help residents with mobility problems and other physical disabilities and to assist in the use of care aids and personal equipment, including use of hoists where required.
- To comply with all health and safety policies and procedures and ensure full adherence to the diversity and inclusion policies of the organisation.

- To participate in supervision, appraisals, staff meetings and training activities as required.
- To travel to Aster/Enham Trust offices or other locations for the purpose of meetings or learning and development activities.
- To be responsible for maintaining and improving own knowledge and skills through experience and training and with particular focus on the health needs of residents supported.
- To undertake additional responsibilities as requested by the management team following the successful completion of specific training and personal skills development.
- To undertake any other reasonable duties as requested.

Key Result Areas

- To comply with all health and safety policies and procedures and ensure full adherence to the diversity and inclusion policies of the organisation.
- To participate in supervision, appraisals, staff meetings and training activities as required.
- To travel to Aster/Enham Trust offices or other locations for the purpose of meetings or learning and development activities.
- To be responsible for maintaining and improving own knowledge and skills through experience and training and with particular focus on the health needs of residents supported.
- To undertake additional responsibilities as requested by the management team following the successful completion of specific training and personal skills development.
- To undertake any other reasonable duties as requested.

Our Values

We live by our values which underpin all that we do here at Enham!

We WOW people every day!	We dare to be DIFFERENT!
TOGETHER we do amazing!	

Person Specification

	Required	Desirable
Skills & Knowledge	Good basic literacy and numeracy skills. Good communication skills To be able to work on own as well as part of a team. To be able to establish and maintain professional working relationships. Ability to develop knowledge through adherence to	Knowledge and skills to utilise electronic care management systems. Ability to use a computer for basic administration tasks. Knowledge of positive behaviour

	mandatory and service specific training. To be able to communicate effectively with a range of people at different levels of understanding. To be able to work flexibly and creatively with residents and their families and loved ones. To be able to maintain accurate records. Good time management Ability to prioritise tasks	support approaches. Key working skills
Experience		Previous experience in a residential setting Experience of providing personal care Previous knowledge of disability issues including Autism
Qualifications	Willingness to obtain the Care Certificate and HSC Diploma Level 2	HSC Diploma Level 2 or equivalent Previous experience in a care setting
Circumstances	Caring attitude/nature Willingness to embrace the principles of person-centred care and uphold the Skills for Care Code of Conduct for Adult Social Care Workers in England. Physically fit to undertake the manual handling aspects of the role. To be able to work a rolling rota, including, evening, weekends, and public holidays when required and be flexible to changes. To be willing to undertake learning and development activities (including updates), sometimes off site and outside normal working hours. Prepared to work flexible hours as required to meet the objectives of the post.	Understanding the barriers faced by people who are living with disabilities

Equal Opportunities	Committed to principles of equality, diversity, and inclusion	
Health & Safety	Positive attitude to Health & Safety	An understanding of CQC's Fundamental Standards