Role Title	Support Worker
Department	Care at Home
Hours	Full time / part time
Directorate	Care
Job Level	Level 3
Main Work Location	Enham

Role Overview

The role of a Personal Care Assistant is to provide high-quality, person-centred support by assisting individuals in their life. This may include effectively managing their disability, moving home, or their wish to build relationships and independence skills. The service we provide must be tailored to the individuals' personal needs that we support. Therefore, your role will be determined by the needs and wishes of those we support.

In addition, we support individuals to try out new experiences and activities to widen their choices in life.

What You Will Be Doing

Operational

- Provide personalised, responsive support and learning opportunities across all aspects of a person's life. This is achieved by working closely with people supported who find themselves disempowered by traditional methods of service delivery.
- Provide person centred services to people in all aspects of their lives by providing opportunities to access recreational, educational, and social activities thus enhancing life experiences of every individual.
- Provide individuals with personal care as required and skills development including supporting people to maintain and develop links with family, friends, and other professionals across a wide variety of locations.
- Assist individuals to plan their life around their individual needs and goals ensuring these are assessed in relation to their lifestyle and taking account of risk management approaches
- Assist individuals to increase their personal self-determination and improve their own independence by discovering and acting on what is important to them and acting on this in alliance with family members and friends as appropriate
- Facilitate individuals to experience and sustain work, volunteering or learning opportunities in accordance with their person-centred plan and across a wide variety

of locations

- Work with minimal supervision using your initiative to problem solve with individuals
- Participate in a flexible roster system, including sleep-in duties to provide core operational cover as part of a team.

Quality

- Ensure that person centred plans are monitored and reviewed, capturing progress, and recording outcomes
- Co-operate with CQC inspections and other authorities such as environmental health, providing information as reasonably requested.

Key Result Areas

- Enable the individuals we support to live the lives they choose
- Collaborate and engage with other functions and initiatives across the Trust.
- Attend and prepare for meetings and events, and write reports as required.
- Consistently role model Enham Trust's behavioural competencies.
- Keep abreast of best practice as it applies to the operations and take responsibility for own personal development.
- Adhere to Trust policies and procedures and ensure that these are understood and adhered to throughout the services.
- Willingly engage with any other duties and responsibilities that may be required from time to time.

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	**Preferred**
Skills & Knowledge	IT literate and competent in the use of all Microsoft Office programs and internet Resourcefulness and ability to research / gather relevant information to answer client's wide range of queries when necessary Demonstrate a 'can do' attitude Ability to enable individuals to make informed choices about their lives Ability to support individuals to get the information, advice and guidance they need Ability to get inspired and motivated by enabling others to achieve their goals Ability to build rapport and relationships with a wide variety of people Ability to empower and inspire confidence, facilitate change in others Ability to facilitate and enable positive change in others Using initiative with excellent listening skills	Knowledge of disability issues e.g. relating to physical access, adaptations Commitment to and understanding of equal opportunities and disability awareness. Have knowledge and understanding of 'safeguarding' vulnerable adults and children Knowledge of issues relating to care in the home and supported living provision, housing, learning and employment in office and factory environments
Experience		Experience of working with people with disabilities and of all ages and with carers in the private or statutory sector Experience in an organisation providing a service to disabled or vulnerable adults
Qualifications	Good standard of English both written and verbal Good standard of maths	NVQ Level 2 or equivalent in Care Undertaken previous health and safety training e.g. medication, moving and handling