



Nickel Support - Job Description

Job Title: Support Worker

Location: London Borough of Sutton (at one of our two hubs in Carshalton or Cheam)

Hours of Work: 9.00am - 5.30pm (37.5 hours per week)

Salary: £25,569.81 per annum

Overall Purpose of the Job:

Supporting adults with learning disabilities in a group setting to develop skills and confidence utilising the three pillars of support; health, relationships and employment.

Main Duties and Responsibilities are to:

1. To assist the Support Worker leading a session by ensuring you have a strong understanding of what is happening in the session.
2. To conform to all policies, procedures and guidelines laid down by Nickel Support in respect of carrying out these care duties and in other administrative aspects of the business, as relevant.
3. When required, to take the lead in any session as directed by your Line Manager.
4. To take part in staff meetings and in training activities as directed.
5. To carry out accurately, and in a competent manner, instructions from managers, adhering to the care plans of individual Trainees.
6. To actively talk to and listen to our Trainees, allowing for their personal choice.
7. To be familiar with Nickel Support's Health and Safety Policy and to promote safe working practices. To ensure full compliance with infection control procedures following company policy.
8. Be aware of the vulnerability of the people we support and be alert to the potential for abuse. To follow agreed local and national procedures for recognising and reporting situations that may put someone at risk or cause harm.
9. Ensure the general wellbeing, safety and security of everyone who uses the service by continually assessing risk and following up on issues and concerns.
10. To develop positive working relationships with team members in any service you work and to carry out work in a way that provides support and encouragement to all team members.

11. Assist in the highest possible standards with regard to quality of life including those Trainees who represent a challenge to the service.
12. To report and record any accident or incident which may occur – no matter how minor, whether to the Trainee or carer.
13. To report immediately to management any noticeable changes in health, behaviour or circumstances of Trainees – maintaining the Trainee's right to privacy and confidentiality.
14. To advise managers of any perceived problems or difficulties experienced with the service provided to Trainees.
15. To make yourself available on a regular basis at an agreed, appointed time to assess and review your personal and professional progress which will be recorded on your HR file, which is available for inspection on request.
16. To advise managers of any ideas which might enhance or improve the level of service delivered to Trainees.
17. To perform such other duties as may reasonably be required.



Nickel Support – Person Specification

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To apply for this job you must be able to demonstrate and state on your application form how you meet the criteria below. Please address in turn as many points as you feel relevant.

ESSENTIAL:

Qualification/ Experience

1. Understanding and commitment to learning about the needs and rights of people with learning disabilities
2. Skills from previous roles which could be transferable into this role.

Knowledge/skills and competencies

3. Have a positive approach and desire to work with people with learning disabilities in a person centred way which achieves the best outcomes for people
4. Show kindness and to care about making a difference
5. Happy to be creative, dynamic and energetic
6. Be able to work on your own as well as part of a team
7. Ability to communicate in an effective and adaptive way
8. Be flexible and proactive in your approach to work
9. Be able to work with someone who needs extra support
10. Ability to quickly adapt to working with new teams and environments, pick up routines and procedures
11. Ability to handle difficult situations and challenging behaviour in a professional way
12. Report writing
13. Awareness of Health and Safety and potential hazards

DESIRABLE:

14. Full, clean British driving licence.