



Creative Support Ltd

Head Office
Wellington House
Stockport
SK1 3TS

Tel: 0161 236 0829
Fax: 0161 237 5126
recruitment@creativesupport.co.uk
www.creativesupport.co.uk

Female Support Worker

Reference: 53528

Chorley Services for people with physical disabilities and learning disabilities

Thank you for your interest in the above post, please find the specific role requirements and duties for this post detailed within this document. When completing the application form you may submit additional documentation however we cannot accept a CV as a completed application.

Closing Date: 30 May 2022

Once you have submitted your application form allow *7 working days* after the closing date for a response. Please return the application form by email to recruitment@creativesupport.co.uk or by post to Recruitment, Creative Support, Head Office, Wellington House, 131 Wellington Road, Stockport, SK1 3TS.

We are very much looking forward to receiving a completed application from you.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Diane Burrow', written over a light blue horizontal line.

Finalised: 30.09.2020

Finalised by: Diane Burrow

All candidates are subjected to DBS Checks

Gender is considered to be an occupational requirement – Equality Act 2010

JOB DESCRIPTION – FEMALE SUPPORT WORKER

Chorley Services for people with physical disabilities and learning disabilities



Hours: 37.5 hours per week or part time (minimum of 15 hours per week), to be worked flexibly to include evenings and weekends, according to the needs of the service.

Responsible To: Team Leader/Registered Manager

The Service:

The service is a three bedroom independent living and learning disability service in Coppull for adults with physical disabilities, learning disabilities, physical needs and support needs. The role will be to provide consistent, positive support. Each person holds their own tenancy and is supported to achieve independence and outcome-focused goals within their own person centred plan.

The Role:

- i) To provide individualised person centred support to people with physical disabilities and learning disabilities living in their own homes; to enable them to enjoy a fulfilling and valued life, to participate in the community and to develop their abilities as fully as possible.
- ii) To ensure that the service provided is responsive to the needs and preferences of the people we support and their families. To ensure that all contractual and regulatory requirements are met in full and that national minimum standards are exceeded.
- iii) To work collaboratively as part of a multi disciplinary team approach to meeting the needs of people residing at the service.
- iv) To provide mentorship, support and guidance for the staff team working within the service.
- v) To ensure that the people we support receive high quality, individualised, person centred support which enables them to enjoy a fulfilling and valued life, to participate in the community and to develop their abilities as fully as possible.

Main Responsibilities/Duties

- 1.1 To develop and sustain warm and trusting relationships with people we support.
- 1.2 To promote the self-esteem, happiness and emotional health of the people we support.
- 1.3 To respect the person's right to privacy and to ensure that their dignity is maintained at all times.
- 1.4 To encourage the people we support to express their needs, views and concerns. To enable the people we support to make choices and decisions and to participate as fully as possible in planning and decision-making processes.
- 1.5 To respect and promote the rights and entitlements of people with physical disabilities and learning disabilities, and to enable them to participate as fully as possible in their communities.

- 1.6 To be responsive to the individual needs of the people we support within the framework of their Person Centred Plans and to respond flexibly to changing needs.
- 1.7 To enable the people we support to become as independent as possible and to grow in confidence, competence and personal effectiveness in the following areas:
- Social skills/relationships
 - Personal care & hygiene
 - Daily living skills
 - Using community resources and facilities
 - Social, leisure and work activities
 - Self-organisation and coping abilities
 - Personal safety
- 1.8 To achieve this through the provision of practical assistance, support, teaching, advice, role modelling, encouragement and positive feedback.
- 1.9 To support people who express their frustrations and needs through challenging behaviour by using appropriate strategies and intervention frameworks as specified by the Person Centred Plan.
- 1.10 To monitor, review and evaluate individual protocols for people with complex needs in line with the person centred plan.
- 1.11 To ensure that the people we support receive all necessary advice, care and regular health checks to ensure their physical health and well-being.
- 1.12 To promote nutrition, relaxation, exercise and a healthy lifestyle.
- 1.13 To support people in developing a socially valued lifestyle which includes a varied range of culturally and age appropriate experiences, building on their strengths, interests and aspirations. To enable people to access social, leisure, work and educational opportunities.
- 1.14 To enable the people we support to access developmental opportunities, new experiences and challenges, whilst not being exposed to unacceptable risks.
- 1.15 To assist the people we support in the administration and monitoring of prescribed medication in accordance with the Scheme's Medication Policy.
- 1.16 To observe and monitor the people we support with emotional and physical well-being and to inform relevant staff and agencies of any concerns or significant changes in their needs, behaviour and circumstances.
- 1.17 To take appropriate action in the event of unforeseen emergencies, ensuring that the Line Manager is informed promptly.

- 1.18 To follow Health and Safety guidelines carefully and to alert the Line Manager immediately of any concerns in relation to Health and Safety issues.
- 1.19 To contribute to project records and individual case files.
- 1.20 To carry out and record all financial transactions involving the people we support within agency guidelines.
- 1.21 To carry out general administrative duties, housing management tasks and services as required.
- 1.22 To contribute to the reviews of the people we support through the provision of verbal and written reports and by attending Support Planning meetings.
- 1.23 To take particular responsibility for aspects of health and safety

Other

- 2.1 To notify Line Manager of planned whereabouts and to submit accurate timesheets weekly.
- 2.2 To provide regular verbal and written reports to colleagues.
- 2.3 To accept support, supervision and guidance from senior colleagues.
- 2.4 To carry out all work in a manner consistent with the aims of the project and the service principles adopted by Creative Support.
- 2.5 To comply with and to implement the Equal Opportunities Policy.
- 2.6 To maintain confidentiality at all times, in accordance with the agreed policy.
- 2.7 To undertake specific specialised training identified to enhance on teams expertise of working with people with complex needs.
- 2.8 To identify training needs in discussion with Line Manager and to attend training events and courses as required.
- 2.9 To observe any written policies, procedures and guidelines for good practice agreed by Creative Support.
- 2.10 To take on the role of shift co-ordinator when required.
- 2.11 In accordance with the Health and Social Care Act 2008, to actively participate in the prevention and control of infection within the capacity of the role.
- 2.12 All employees should be aware that due to the nature of work Creative Support undertakes there is a requirement to support people with daily living skills and individual activities which will include moving and handling and may involve supporting people with personal care

needs.

2.13 To provide respectful personal care in accordance with the needs, wishes and preferred routines outlined in the individual's personal support plans. Some individuals will require support with their physical/mobility disabilities and may require support in wheelchairs, using hoists and other appropriate equipment to meet personal needs.

2.11 Any other duties as required.

PERSON SPECIFICATION – FEMALE SUPPORT WORKER

Chorley Services for people with physical disabilities and learning disabilities



	QUALITIES REQUIRED	How Assessed	Essential or Desirable
1.	Ability to articulate and communicate a progressive vision for the delivery of learning disability services	Application & Interview	Essential
2.	Familiarity with current government policy and accepted good practice in the provision of learning disability services	Application	Essential
3.	Ability to engage with the people we support, and to develop and sustain warm and trusting relationships.	Interview	Essential
4.	Good verbal communication skills and ability to listen sensitively to others	Interview	Essential
5.	Good written communication skills	Application & Interview	Essential
6.	A high level of customer focus and the ability to lead and manage a team to provide excellent customer service	Interview	Essential
7.	Ability to demonstrate initiative, self-motivation and resourcefulness	Interview	Essential
8.	Ability to liaise in a professional manner with other agencies and to work in a positive way with the families and friends of the people we support	Interview	Essential
9.	Understanding of the person centred aims and principles of Creative Support and ability to put these into practice	Application & Interview	Essential
10.	Ability to demonstrate respect for difference and diversity	Application & Interview	Essential
11.	A non-judgmental, accepting approach to working with people who may present with behaviours that challenge	Interview	Essential
12.	Ability to work in a calm, patient and tolerant manner at a pace appropriate to the needs of the individual	Interview	Essential
13.	Ability to enable people to enjoy developmental opportunities without being exposed to unacceptable risks	Interview	Essential
14.	Ability to support and supervise junior staff and provide on the job coaching	Application & Interview	Essential
15.	Knowledge of helpful approaches, strategies and interventions in working with people with physical disabilities and learning disabilities	Application & Interview	Essential
16.	Ability to use a range of helpful communication techniques (e.g. PECS, TEACCH, Sign Along Makaton etc)	Application & Interview	Desirable
17.	Demonstrable skills in working effectively with people who have physical disabilities and learning disabilities including people who may have personal care needs and challenging behaviours	Interview	Essential
18.	Ability to carry out a comprehensive assessment of an individual's care and support needs, including risk assessment. Ability to devise effective care plans, risk management plans and management guidelines and protocols for managing challenging behaviour.	Interview	Essential
19.	The ability to serve as a professional role model to colleagues	Interview	Essential

20.	Excellent knowledge of residential care services and the legal and regulatory requirements that surround such services (role of CQC, the Health & Social Care Act, key policy drivers etc)	Application & Interview	Essential
21.	Experience of supporting people with physical disabilities and learning disabilities	Application & Interview	Essential
22.	Experience of supporting people with autistic spectrum disorders	Application & Interview	Desirable
23.	Life experience and confidence in relating to people from a wide variety of backgrounds	Application & Interview	Essential
24.	Possession of NVQ or other relevant social care qualification	Application & Interview	Essential
25.	Good standard of general education	Application & Interview	Essential
26.	Willingness to work flexible hours according to needs of agency and the people we support	Interview	Essential
27.	Willingness to attend training courses and events	Interview	Essential
28.	Willing to accept feedback and guidance and to be accountable to colleagues and managers	Interview	Essential
29.	Ability to support people with their physical health needs, this may include pushing wheelchairs and using hoists of which a degree of physical fitness will be required	Application Form, Pre-employment Forms and Exercise	Essential
30.	Car driver over the age of 25	Application	Essential

TERMS AND CONDITIONS – FEMALE SUPPORT WORKER

Chorley Services for people with physical disabilities and learning disabilities



Salary:	Up to £9.60 per hour	
	Point One:	£9.50 per hour
	Point Two:	£9.60 per hour
	Under 21yrs:	£8.50 per hour
Please Note: <i>Our pay date is the 15th of each month (or the Friday before if this falls on a Saturday or Sunday). You will be paid in arrears for the previous 4/5 weeks, dependent on your starting date within the month. Starting pay points are allocated upon commencing the role based on criteria inclusive of experience, current specialism, salary and qualifications.</i>		

Hours of Work:

Full time hours (37.5 per week) or part time (subject to a minimum of 15 hours per week). To be worked flexibly on a rota which will include evenings, weekends and public holidays according to the needs of the service.

Holidays:

20 days plus 8 statutory days pro rata

Part Time Work:

Please note that annual leave and other entitlements are calculated on a pro-rata basis for employees working less than 37.5 hours. We take a positive view of part-time work and will consider reasonable requests for part time hours for a minimum of 15 hours per week.

Bank Holidays:

An enhancement is paid for working at Christmas and New Year. We do not pay enhancements for working evenings, weekends or any other public holiday.

Care Certificate and Level 2/3 Health & Social Care Diploma:

All employees will be required to undertake and complete the Care Certificate. Following the successful completion of the probationary period staff are automatically enrolled onto Level 3 Health and Social Care Diploma. If you hold NVQ/Diploma 2/3 Health and social care or equivalent you will of course not need to do the award again, but we may support you to undertake qualifications.

Birthday Holiday Bonus:

After two years of continuous service you will be permanently entitled to one additional day (pro rata for part time employees) annual leave to be taken two weeks either side of your birth date. If you do not take this additional day within that period you will lose this entitlement for that year. This bonus will only come into effect in the leave year after two full years' service. Staff who are on maternity, paternity, adoption and sick leave at the time of their birthday will be entitled to take this additional leave upon their return to work.

Disclosure Checks:

All appointments will be subject to DBS enhanced disclosure and ISA checks.

Probationary Period:

The first four months will constitute a probationary period. When this is successfully completed, employment will be confirmed.

Probationary Bonus:

After the probationary period has been satisfactorily completed your further employment will be confirmed. Upon successful completion of your probationary period you will be entitled to a one off £100 bonus pro rata (subject to tax), providing all induction processes have been completed satisfactorily and upon completion and submission of your end of probationary review paperwork.

Sickness Policy:

Creative Support operates a discretionary company sick pay benefit scheme which is for the purposes of preventing hardship during times of serious illness. The eligibility criteria and conditions for payment of Company Sick Pay (inclusive of SSP) are shown in the Employee Handbook. You may be eligible for Company Sick Pay benefits subject to compliance with these criteria as follows:-

- Creative Support do not pay for the first three days of **any** sickness absence.
- First twelve months service - Not eligible for Company Sick Pay though you may be entitled to SSP.
- Twelve months to eighteen months service - Up to a maximum of four weeks at full pay.
- Eighteen months plus service - Up to a maximum of eight weeks at full pay followed by four weeks at half pay.

Pension:

Creative Support operates an auto-enrolment pension scheme with the People's Pension.

Life Assurance:

Currently set at two times basic annual salary. Staff become members of a non-contributory group life assurance scheme after 6 months of employment. This scheme provides a death in service benefit of two times annual salary. Participation in this scheme is subject to the rules of the scheme as amended from time to time. We reserve the right to discontinue, vary or amend the life assurance scheme at any time on reasonable notice to you.

Discretionary Benefits:

Creative Support offers discretionary benefits in addition to statutory benefits. These include:

- Paid paternity leave
- Enhanced maternity leave
- Compassionate leave
- Carer's leave up to 5 days per annum

Employee Assistance Service:

This is currently administered by Health Assured. This is a completely free service, offering valuable advice on benefits, financial matters, consumer advice, health and legal issues. There is also a free counselling service which is accessible 24 hours a day, 7 days a week. Anything discussed with Health Assured is completely confidential and will not be shared with Creative Support.

Hospital Saturday Fund:

An easy and affordable way to help you spread the cost of healthcare such as dental, optical & physiotherapy.

Annual Rail Ticket:

Discounted annual rail season ticket plans available to employees through Northern Rail.

Payroll Giving:

Administered by Charities Trust: A tax efficient way of donating from your pay on a regular basis to any registered charities.

Achieve Q Staff Awards:

Recognising dedicated staff across the organisation with standard, silver and gold awards given out every 2 months.

Your Rewards:

Employee benefits and discount vouchers available through the Your Rewards website.

Long service: Awarded in the December following your 10, 15, 20 and 25 year anniversary of your continuous service date with the organisation.

Retirement Awards:

£100 bonus should you choose to retire whilst employed by Creative Support. Eligible for all permanent contracted employees with at least two years continuous service.

Refer a Friend Scheme:

Staff who successfully refer a friend to Creative Support's employment can claim £100 worth of vouchers when their friend starts and another set of £100 worth of vouchers when their friend passes the End of Probationary Review after four months of employment.

Welcome Back Grant:

£200 worth of vouchers for employees who return to the organisation who have at least six months between resigning from their original post and taking up their new role.

Uniform:

If applicable for your service you will be provided with a uniform. The amount of uniforms that are provided will be dependent on your hours worked.

Company mobile phone and laptop:

If applicable to your job role the provision of a mobile smart phone, laptop and a 3G/4G dongle may be provided. Please note the employee will be liable for any damage or theft of these devices.

Travel Expenses:

CoverLetter Page 10 of 11		
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These will be paid in accordance with the organisation Travel Expenses policy, please contact the HR Department for a copy of this.

Lease Cars/Car Allowance:

A mileage allowance is payable for the use of employee's car on organisation business. The organisation will reimburse your costs incurred on organisation business on a monthly basis upon receipt of authorised claim forms. If you use a car on organisation business you will be required to have business use insurance. An employee's certificate of insurance must be made available for inspection on commencing employment.

Vaccination Policy:

We would encourage you to apply to us even if you have not yet had your COVID 19 vaccine. You will be required to have your first COVID 19 vaccine prior to your interview and your second vaccine before you start work with us. This time will be used to complete post interview recruitment checks.