



JOB SPECIFICATION

Job Title: Residential Support Worker (RSW)

Directorate: New Generation Care Managing Director / Proprietor

ESSENTIAL KNOWLEDGE, SKILLS, AND EXPERIENCE

Willingness to undertake statutory / identified training.
Ability to make clear and concise written and verbal reports concerning residents and other company business.
Experience dealing with people on a face to face basis.
Good organisational skills
Good interpersonal skills
Good communication skills
Open minded
Ability to self motivate
Empathetic
Flexible
Reliable
Patient
Ability to demonstrate Anti-discriminatory practice

DESIREABLE KNOWLEDGE, SKILLS AND EXPERIENCE

Previous experience working with people with learning disabilities and associated needs.
NVQ level 2 or equivalent (You will be required to train to this minimum level if you do not already hold this.)
L.D.A.F Induction / Foundation (You will be required to train to this minimum level if you do not already hold this).
Previous experience in care work, specifically in the learning disabilities field.
Full / clean driving licence.
An accomplished / confident swimmer.



JOB DESCRIPTION

JOB DETAILS:

Title: Residential Support Worker
Responsible to: Managing Director, Home Manager, Deputy Manager

MAIN RESPONSIBILITY:

- To effectively work with and support the residents in all aspects of the lives they wish to lead.
- To effectively work with families, friends, advocates and any other multi-disciplinary professionals associated with the residents.
- To work effectively within your team, providing person centred support.

DUTIES AND RESPONSABILITIES:

Related to the people you support

- To carry out and undertake specific and general tasks which will provide good quality of health, welfare and well being of the residents.
- To contribute, develop and implement residents individual care and person centred plans.
- To support residents in all aspects of their personal health care needs where appropriate, promoting independence at all times.
- To work flexibly to meet peoples support needs.
- To communicate effectively and professionally with all persons involved in the residents life.
- Contribute towards written information in respect of the people you support, the team and the organisation.
- Work in an anti-discriminatory manner at all times.

Related to the team

- To work as part of a person centred team.
- To contribute in all team discussions, meetings and days (including team building, training etc).
- To work effectively and professionally within the policies, procedures, aims, objectives and philosophy of the company with your colleagues.
- Communicate effectively and professionally with your colleagues.



Related to the organisation

- Work within the policies, procedures, aims, objectives, guidelines, residents charter, promises, and philosophy of the organisation as well as national legislation at all times.
- Work within the boundaries of the General Social Care Council Code of Practice.
- Report any areas of concern through the identified channels as per company policy and procedures.
- Work towards agreed objectives aimed at achieving a person centred service.
- Comply with all Health & Safety Regulations.
- Respect confidentiality.
- Appropriately communicate via all mediums as stated in the policies and procedures.
- Positively promote the company's name and all its philosophies, resources and employees.
- Promote good hygiene practices and ensure the companies property is looked after and kept clean and tidy.

Related to yourself

- To complete L.D.A.F induction training within the first 6 weeks, and L.D.A.F foundation training within the first 6 months of joining the team.
- To undertake and complete N.V.Q Level 2 in care as a minimum standard requirement.
- Commit yourself to developing your skills and knowledge as identified by you, your line manager, people you support and the organisation.
- To actively contribute to supervision, team meetings, team days, appraisals and personal development plans.
- To be person centred in all aspects of your role.

OUTLINE OF TERMS AND CONDITIONS

- **Salary scale:** £11'134.50 - £13'455.55 pro-rata, per annum paid in 12 monthly instalments by BACS transfer.
- **Annual leave:** 20 days per year pro-rata. Year runs from January to December.
- **Probationary Period:** All employees are subject to 16 weeks probationary period.
- **Hours:** Full-time hours are normally 37.5 per week pro-rata unless otherwise stipulated and agreed.

This job description is not exhaustive and is intended only to highlight the core duties and responsibilities. The duties of this post may be subject to change over time in consultation with the post holder and if necessary relevant staff side representation, in the light of the service developments within the wider company and social care agenda.