



<b>POST</b>	Support Worker
<b>DEPARTMENT</b>	16+ and Semi-Independent Living
<b>LOCATION</b>	Solent
<b>SALARY</b>	Competitive
<b>HOURS</b>	Full time 40 hours
<b>RESPONSIBLE TO</b>	The Director of Service

## **The Beehive Project**

### **Job Purpose**

To be responsible for delivering high quality holistic support to young adults who present with complex social, education/vocational and health care needs. Support workers are responsible for key working service users including assessment, implementation and review of individualised support packages to enable them to work towards independent living. The role will involve being integral to intensive supported living culture in one of the areas of speciality of health and wellbeing, life skills and practical maintenance.

### **Person specification**

1. To hold or be willing to work towards a Level 3 childcare qualification relevant to the post
2. Ability to proactively engage with young adults to establish, maintain safe-boundaries and relationships.
3. Ability to advocate for young adults and enable them to advocate for themselves.
4. To be able to recognise the effects of stress on self and others
5. Ability to time manage own workload effectively and work as part of a team, promoting a positive culture.
6. Have a flexible approach to the task and resilience under pressure.
7. Ability to work independently and skills in time management.

8. Experience of working with young people and/or adult with complex health, social care and education/vocation needs.
9. Knowledge of legislation relevant to intensive supported living and Child and Adult safeguarding.
10. Demonstrate effective communication skills, verbal, non-verbal and written
11. Be reliable, enthusiastic, creative and honest.
12. Demonstrate a commitment to equal opportunities and anti-oppressive practice
13. To challenge attitudes and practices that can be perceived as discriminatory

#### **Job description**

1. To actively contribute towards the maintenance of a positive culture within all the Beehive Project's services, in which teamwork thrives. Guarding against transference of negative views, being solution focused, and promoting positive attitude.
2. To have responsibility for the day to day running of the home as a lone worker on each shift, ensuring all legislation and all company policies are complied with at all times. To show the ability to make decisions within your role and responsibilities and seek advice from management as and when necessary.
3. To be a champion in area of supported living speciality ensuring that a co-production model with service users, support workers, and external agencies is delivered across the department.
4. To ensure your practice provides each young person/adult with support, advice and encouragement in a caring manner, and that you model appropriate behaviour at all times.
5. To take responsibility for the appearance and cleanliness of the home that you are working in – promoting / encouraging the young person/adult to take responsibility for this. If absolutely necessary and the home falls below a certain standard, then to take this responsibility from them
6. To attend training and workshops and any other training deemed necessary to further your knowledge of the provision.
7. To be part of assessing and implementing support plans and risk assessments that you are key worker for and have knowledge of each young person/adult personal support plan and ensure that you are working with the document at all times.
8. To ensure that you are familiar with the policies and procedures within the provision and the wider company policies and procedures.



- 9.** To write and compile reports, update risk assessments (as and when necessary) and to ensure that you complete each task on the daily checklist.
- 10.** To work collaboratively with the manager and senior Key workers across the various departments to ensure consistency and development of the service.
- 11.** To ensure you attend and engage with team meetings, individual and group supervisions.
- 12.** To manage your own workload effectively ensuring that all tasks are fulfilled by required deadlines.
- 13.** To manage own personal and continuous professional development through self-assessment, supervision, training, and the acquisition of different learning opportunities.
- 14.** Any other tasks that may be required by the General Manager / Director of Service