

Job Description

Support Worker

Autism Initiatives Approach

We understand that autistic people may see, experience and understand the world around them in a different way to non-autistic people.

We use our person-centred Five-Point framework which places each autistic person at the heart of their support and enables staff to think about how they must change their approach to best support each person.



Purpose of job

The Support Worker (SW) role is to undertake daily activities and routines within their allocated team/service, which include direct contact with people supported, household tasks and administrative procedures. The Support Worker will be expected to establish and maintain high standards of social care practice within the organisation. Staff at this level must be able to work on their own initiative and be able to plan and organise daily activities and routines for themselves and others. They must also participate as part of the team - working together to support the autistic person to achieve their goals and dreams.

Principal contacts:

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| Internal | The people we support, Autism Initiatives staff and management team, Head Office Staff. |
| External | External agencies, Statutory bodies, parents and carers |

Main duties and responsibilities:

- Develop and maintain a knowledge of autism and use this knowledge to develop individuals support and working file.
- Consultation and communication with the people we support to:
 - Protect them from harm, neglect, abuse, bullying and exploitation. (Safeguarding).
 - Provide personal care in an personalised, dignified and private way,
 - Support to manage all aspects of mental and physical wellbeing.
 - Support and complete administrative tasks as well as understanding the importance of reporting and recording
 - Supporting people to live an active life and participate in a range of recreational, social, creative, physical and learning opportunities everyday both indoors and outdoors.
- Access, participate in and evidence all relevant training.
- Deliver neuro-affirming practice
- Workers should be competent, skilled and reflective practitioners who follow professional and organisational codes.
- Cooperate openly, respectfully and recognise the expertise of supported people, their families, external professionals and colleagues.
- To understand the duties in conjunction with Confidentiality and GDPR.

As an employee of Autism Initiatives the post holder will also be expected to:

- Work on a rota basis which may include evenings and weekends (including sleepovers - dependant on service requirements).
- Achieve and maintain appropriate registration with the Scottish Social Services Council (SSSC) within 6 months of commencement of employment.
- Hold, or be willing to achieve, an appropriate qualification to meet the SSSC's registration requirements within 5 years of commencement of employment.
- Understand and work within the SSSC's Codes of Practice and Registration Rules.
- Contribute to the maintenance of a safe and healthy working environment.



- Successfully complete our 12 week induction programme and probationary targets.
- Promote professional standards of service delivery in accordance with AI's Code of Conduct.
- Actively participate in supervision process.
- Mentor, guide and support other staff with similar responsibilities.

Person Specification

Support Worker

Essential:

- Reliable and dependable
- Workers should be empathetic and compassionate.
- Awareness of, and an interest in learning about autism.
- Ability to work effectively as part of a team of staff.
- Communicate and advocate effectively with a variety of stakeholders (e.g. autistic people, family members, other professionals), verbally and in writing.
- Adaptive and responsive to changing need
- Ability to understand and complete relevant documents and reports
- Desire to learn and develop in the Support Worker role
- Hold, or be willing to achieve, a relevant qualification to meet the registration requirements of the Scottish Social Services Council.
- Basic IT skills (competent in the use of Microsoft packages such as Word, Outlook and Teams, as well as electronic rota systems)

Desirable:

- UK driving licence
- Interests and skills compatible with the outcomes for our service users (asked at Interview)

General:

- Prepared to work evenings and weekends (including sleepovers - dependant on service requirements) on a rota basis.