

Support Worker

Role Profile

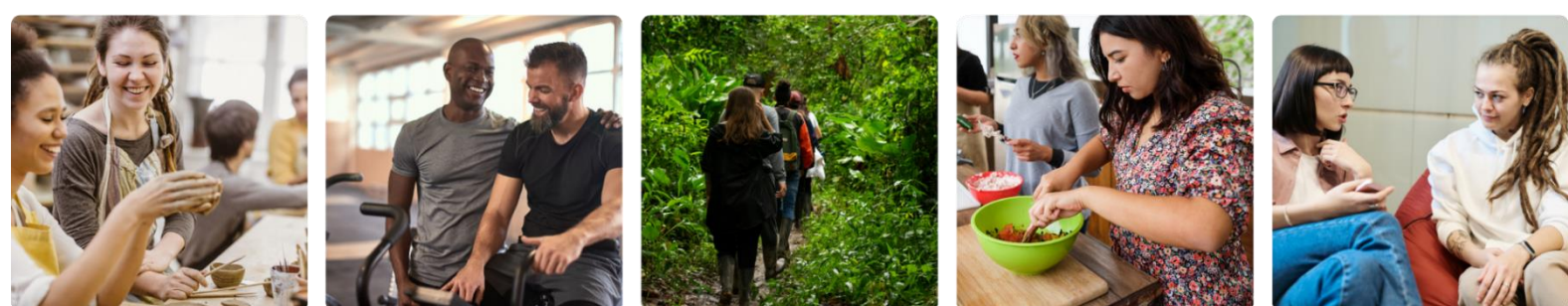
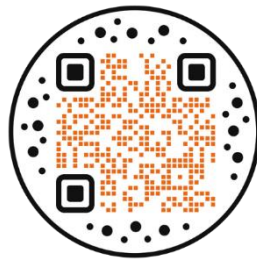
About us

Autism Initiatives develop specialist services with, and specifically for, autistic people. We are a registered charity with a strong culture, we learn to consider life from the perspective of the people we work alongside. We take time to get to know each person supported to understand what is important and helpful to them.

As Support Worker, no two days are the same. We are proud of our staff team and the difference they make each day to the lives of the people we support.

At Autism Initiatives 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.

**Find out more on our website
by scanning this QR code:**



Main purpose of the role

As Support Worker, you will work as part of a team encouraging people we support to live as independently as possible and to be part of their local community. You will promote positive health and well-being, enabling people we support to have a meaningful life and be involved in a range of activities.

Line Manager: Support Workers are supported by the manager of the service where they are assigned to work.

Rotas: Support Workers are provided with their working rota 4 weeks in advance by the Service Manager. Rotas will be available to you via an Employee Portal, where you can also manage your annual leave. Shifts patterns will also include some evening and weekend work. Where sleep in shifts are required at a service, this will be discussed further at interview.

Qualifications and development: As part of your role, you will be supported by our Learning and Development team to obtain your Diploma Level 2 in Adult Care (RQF). Once you have completed your probationary period you will be automatically enrolled to complete. This is a recognised qualification which will develop your skills within your role. There will be Continuous Professional Development, to support and develop you within your role.

Main Duties and Responsibilities

Personalised Support

- Positively work alongside people we support, ensuring the support we deliver is flexible and unique to each individual, building on their strengths, interests and driven by their goals and aspirations.
- Learn about each person we support and the way autism affects them.
- Listen to each person we support, leaning about their personalised working files, understanding their choices, wishes and empower individuals to have an active involvement in their own plans and day to day decisions.
- Demonstrate kindness and respect when people we support may express their feelings or needs through behaviour that may cause concern, utilising your Autism Initiatives training in Positive Behaviour Support.
- Enable people we support to gain independence and confidence in developing and maintaining personal hygiene and appearance. This may be achieved through direct practical support, advice, encouragement or even role modelling.
- Administer medication in accordance with individual needs and taking full account of the Medication Policy and Procedures
- Ensure the home environment is secure, clean and well presented, undertaking domestic chores and relevant checks as necessary. Highlighting to managers *any* concerns regarding welfare including health and safety issues.

Health and Wellbeing

- To work directly with people we support to enable people to achieve effective relaxation, exercise and good sleep and physical wellbeing.
- Support understanding of healthy lifestyles and choices, including good nutrition and benefits of increased physical activity.
- Work alongside people we support to encourage participation within agreed activities which promote quality of life and good mental and physical wellbeing.
- Encourage community access and participation in activities of interest, promote meaningful connections and engagement.
- Encourage and promote important life skills, offering practical guidance and support.
- To attend training sessions, linked to supporting a person's wellbeing
- Accompany people we support on trips and holidays away
- Accompany people we support to the dentist, doctor, hairdresser, and other appointments as appropriate.

Continuous development

- Work in the context of Autism Initiatives' Vision, Mission and Philosophy and use our 'Five Point Star' approach to support people in achieving their goals.
- Work to develop your abilities with the Autism Initiatives Competency Framework.
- Work with managers to identify any learning needs or skill gaps, to access relevant learning and development opportunities.

Further responsibilities

- Adhere to the Autism Initiatives' Code of Conduct, showing a high degree of professionalism, resilience, and kindness.
- Maintain confidentiality at all times. Observe all legal and procedural requirements in relation to data management and confidentiality e.g. adherence to GDPR (General Data Protection Regulation) and internal data management policies.
- It is the responsibility of all staff to ensure data security. You will be responsible for the confidentiality, integrity, and availability of all data which you have access to in the course of your work.
- Adhere to all safeguarding requirements and any procedures aimed at the protection of adults at risk.

- Adhere to all health and safety processes and procedures, reporting any concerns as per the policy.

Skills and Experience required

Essential

- Ability to work effectively as part of a team and work on own initiative.
- Possess patience, empathy, and a calm demeanour.
- Excellent verbal and written communication skills, with the ability to listen to understand and learn.
- Good IT skills and ability to use basic systems for report writing.
- Professional approach and positive attitude
- Willingness to learn and continuously develop.
- Willingness to work flexibly on a rota to meet the needs of the service, including evenings, weekends, and bank holidays.

Desirable

- Level 2 competency-based Health and Social Care qualification e.g. NVQ or Diploma (RQF) or be willing to work towards obtaining after completing your probationary period.
- Knowledge of autism and how this may affect individuals.
- Knowledge of the communication tools available to autistic people.
- Experience and ability in developing and implementing individual support plans.

It is the nature of the work of the post that tasks and responsibilities are, in many circumstances, unpredictable and varied. The post holder will therefore be expected to work in a flexible way when the occasion arises that tasks which are not specifically covered in their job description, have to be undertaken.

These additional duties will normally be to cover unforeseen circumstances or changes in work and they will normally be compatible with the regular type of work.

The job description may also be reviewed in light of changing service needs or developments in consultation with the post holder.