One Trust	**JOB DESCRIPTION**

POST TITLE:	Support Worker	**HOURS:**	35 per week (5 days out of 7)
		SALARY RANGE:	Up to £28,111pa

	JOB DESCRIPTION
NO.	**RANGE OF DUTIES**
1.0	**PURPOSE**
1.1	To be responsible to the CEO of One Trust for carrying out all duties in keeping with One Trust's mission using initiative and imagination.
1.2	To work with individuals covering the full spectrum of learning and physical disability in the delivery of person-centred care plans whilst respecting service users as individuals and assisting them to maximise their potential.
1.3	To work effectively with the management team in the discharge of duties.
2.0	**CORE RESPONSIBILITIES**
2.1	To work with service users on a one-to-one basis.
2.2	To support service users with all aspects of personal care.
2.3	To administer medical interventions following suitable training including Buccal, Midazolam, peg feeding, first aid and general medication administration.
2.4	To provide behavioural support to service users that may be agitated, frustrated or anxious.
2.5	To support service users to access resources and amenities within the community.
2.6	To manage a caseload effectively and fulfil all key worker duties and responsibilities working independently using initiative.
2.7	To plan sessions and engage individual service users in meaningful activity.
2.8	To read and act on all relevant risk assessments and complete robust risk assessments for individual service users as part of the key worker role.
2.9	To use digital care management tools to input and review data.

2.10	To plan and carry out all aspects of work meeting specified deadlines.
2.11	Comply with Safeguarding policies and procedures and correctly address areas of concern
2.12	Comply with policies and procedures in relation to Deprivation of Liberty safeguards and correctly address areas of concern.
2.13	To fully understand Mental Capacity and approach this in the best interests of service users.
2.14	To exercise responsibilities and work within health and safety legislation and guidance.
2.15	To be familiar with and work in line with One Trust's adopted policies and procedures.
2.16	To adhere to GDPR policies and confidentiality agreements.
3.0	**OTHER RESPONSIBILITIES**
3.1	To work effectively with all colleagues to establish trust and support team work to ensure a positive working environment and culture.
3.2	To manage conflict in a positive and direct way that respects differing opinions, values and objectives.
3.3	To positively represent One Trust, colleagues, service users and carers at meetings.
3.4	To work sensitively with family carers and in the best interests of the carer and the person they care for.
3.5	To work equally with all service users, carers, colleagues and partners regardless of background, race, religion, culture, gender, disability and sexual orientation.
3.6	To mentor and support colleagues.
3.7	To undertake relevant training including formal qualifications.
3.8	To participate proactively and professionally in supervision and appraisal processes with your supervisor.
3.9	To attend meetings as and when required.
3.10	To work as a personal assistant when transporting service users as and when required.
3.11	To travel to and work at any One Trust service site.
3.12	To act as a Fire Marshal following appropriate training.
	Person Specification: Essential Criteria

	• Empathetic, caring, and committed to supporting others • Adaptable and able to engage with people on *their* terms • Able to communicate clearly and creatively, tailoring your approach to the individual • Able to stay calm and measured in challenging situations • Able to solve problems using your own initiative • Confident with technology • Good English and strong written communication skills • Eager to learn, grow, and broaden your horizons • Fit, healthy, and able to meet both emotional and physical aspects of care • Commitment to learning and professional development • Alignment with One Trust values **Desirable Criteria** • Experience (or interest) in supporting people with learning disabilities, autism, complex needs or challenging behaviour • Knowledge of—or interest in—positive behavioural support • Interested in a long-term career supporting people with disabilities • Special interests: Fitness and exercise, massage or physical therapy the arts, drama, music, cookery, horticulture, sensory work or sensory interaction A **driving licence** and willingness to drive small vehicles or minibuses is also an advantage.