

Role Description

<u>ROLE TITLE:</u>	Support Worker
<u>ROLE PURPOSE:</u>	To provide a caring environment with clear and consistent approaches in line with Harmony Childrens Service's philosophy of care.
<u>HOURS</u>	37.3h per week, (based on 7 shifts over 3 weeks as per rota (112h))
<u>ORGANISATIONAL RELATIONSHIPS:</u>	The Support Worker will be responsible to the, Shift Leader / Deputy Manager / Home Manager / Director

Principal Tasks

- To recognise the potential capabilities of all young people
- To provide the opportunities, encouragement and support whereby individual potential may be realised.
- To provide a holistic approach to all areas of care and education in the young peoples' lives.
- To provide young people with a positive role model.

Main activities required within the role

- To provide at all times a clean and healthy living environment in which one works, and to encourage and support young people as to how to provide such an environment for themselves.
- To ensure the living environment in which staff work and young people live is safe and free of dangers of a health and safety nature (in the first instance) and report all matters of concern to the appropriate person as soon as possible.
- To ensure that all immediate personal care needs are met, i.e. washing, ironing etc. and encourage young people to be responsible for their own personal effects
- To ensure that a balanced and culturally appropriate (if applicable) diet is facilitated for all young people in Harmony Childrens Services care.
- To display positive role modelling at all times in relation to personal hygiene, dress and demeanour.
- To provide the opportunity for all young people in Harmony Childrens Services care to form and maintain positive working relationships in a professional nature with the adults closest to them so enabling them to learn the necessary skills required for future development in their own lives and relationships.
- To provide the opportunity for young people to discuss their fears and concerns and offer supportive counsel (notwithstanding child protection / safeguarding responsibilities).
- To support appropriate contact with significant others in the young person's life. Where necessary offering safety and support with difficult relationships.



- To provide in both group and one to one care settings the appropriate level of care and control required to effectively manage the day to day running and care provision.
- To encourage the importance of education and provide support, where requested, to educational staff.
- To assist and support in the completion of homework, where required.
- To support young people attending interviews for school/further education/employment at the direction of the education staff.
- To provide positive and acceptable health promotion to young people, including sexual health.
- To provide and be actively involved in a package of safe and varied activities, taking note of young person's preferences where able to.
- To involve young people in the day to day planning of such activities.
- Ensure that activities are age appropriate and suitable for the physical capabilities of the young people involved.
- Ensure that adequate risk assessments have been completed in respect of activities and permission for those deemed as dangerous to be authorised by the Home Manager.
- To provide objective and professionally sound verbal and written information on a daily basis where required.
- To be available for relevant statutory reviews, planning meetings, Child Protection Case Conferences and any other relevant meetings when requested.
- To adhere and work in line with individual care plans implemented for young people.
- To be actively involved in the assessment, planning, preparation and implementation of care plans.
- To fulfil all organisational requirements involving administration and finances to the standards as designated by the Home Manager.
- To adhere to at all times the organisational policy, procedure and guidelines.
- To work in line at all times with standards designated by the Children's Act (1989), and The National Minimum Standards for Childrens Homes.
- To attend and be involved in all relevant training and courses provided by the organisation, in line with personal development plan.
- To be available for all internal meetings and staff meetings.
- To be responsible for home's budget when in staff possession.



Confidentiality

To observe confidentiality at all times. To have respect for all organisational information and information relating to the young people (past and present), as a whole, both inside and outside the workplace. This applies both during and after any and all periods of employment.

Further Duties

To be involved in all duties that may be expected to fulfil the caring task and those requested by the organisation.

To carry out any other reasonable duties as requested by a senior staff member.

