

Job Role Profile

Role title: Learning Disability Worker Grade level: SI&C 4		Department: Supporting Independence & Care Region/location: 22 Argyll Street, Ryde, Isle of Wight
Purpose of role: To work as part of a team providing care and support to residents with learning disabilities, in line with their established care and support plans.		
Working relationships		Scope of the role
Responsible to: <ul style="list-style-type: none"> Registered Manager Deputy LD Worker Responsible for: <ul style="list-style-type: none"> Nil staff 	Internal relations: <ul style="list-style-type: none"> Line Manager Colleagues throughout SHG Residents External relations: <ul style="list-style-type: none"> External Agencies Local authorities Relatives/Carers/Members of the Public 	<ul style="list-style-type: none"> To work as part of a team providing personalised care and support to residents with learning disabilities, in line with their established care and support plans. Financial limits in accordance with delegated authority and in line with compensation framework Decision making in line with post

Role expectations and responsibilities that contribute to the successful delivery of our Corporate Strategy

Residents' Care

- Provide care to residents, as identified in their person centred care plan. This may include some intimate personal care.
- Deliver care in a way which promotes independence, rights, choices and inclusion in the community
- Summon professional assistance in the case of an emergency
- Practice within the criteria set out in the Care Quality Commission standards ensuring residents have an up-to-date care plan and risk assessment which reflects their individual needs and wishes
- Key-working (one-to-one) duties, as required
- Maintain and develop professional relationships
- Ensure residents are respected and treated with dignity
- Provide assistance with the security of the residents home, and provide support with maintaining a safe and secure environment
- Follow health and safety policies and procedures at all times, including food hygiene, manual handling and infection control
- Safe administration of medication
- Maintain confidentiality and work within Code of Conduct

Training/Good Practice

- Attend learning and development events
- Keep up to date with current practice within the service area
- Keep up to date with policies and procedures for service

Safeguarding

- Follow all steps outlined in individual and environmental risk assessments, as appropriate
- Follow the Local Authority Adult and children Safeguarding Procedure in conjunction with SHG policies and procedures

Scheme Administration

- Ensure residents records are maintained with accurate, up-to-date, necessary information
- Complete incident report forms as necessary
- Maintain accurate and up-to-date personal records on each resident
- Maintain accurate medication records and report medication errors

Note:

No job description can be entirely comprehensive and the jobholder will be expected to carry out such other duties as may be required from time to time and are broadly consistent with the job description and status of the post within the organisation.

You will be expected to carry out all duties in the context of and in compliance with the Group's Diversity and Health and Safety Policies.

Person profile		
Attributes	Essential	Desirable
<p>1. Skills, knowledge, experience and abilities</p>	<ul style="list-style-type: none"> • No experience necessary – full training and guidance will be given • I am able to listen and communicate effectively at all levels • I have good written communication skills • I have empathy, compassion and patience • I am able to adapt to working environments • I have a keenness to make a positive contribution to improving the quality of life for people with care needs • I have the ability to form positive relationships • I have an ability to act calmly in emergencies and respond in a professional manner to stressful and challenging behaviour • I am a well motivated self-starter, with a flexible approach to work • I am able to work as part of a team • I have a commitment to promoting equal opportunities and anti-discriminatory practices • I have good literacy and numeracy skills • I have basic IT Skills 	<ul style="list-style-type: none"> • Experience of working as part of a team, in an employed or on a voluntary basis, delivering care to people with individual needs • An understanding of the specific requirements of people with care needs • An understanding of the needs of people with learning disabilities • Health and safety awareness • Awareness of local services • An understanding of the requirements of the Care Quality Commission
<p>2. Qualifications/professional development</p>	<ul style="list-style-type: none"> • I hold at least 5 GCSE passes at grade “C” or above (or equivalent, Grade 9-5) including Maths and English • I have a willingness and ability to train towards an NVQ 2 in Care • I have a willingness and ability to obtain underpinning knowledge required to perform the duties of the role 	<ul style="list-style-type: none"> • An NVQ Level 2 in Care, or working towards and NVQ Level 2 in Care • Basic first aid skills • Basic food hygiene • Moving and handling awareness

Attributes	Essential	Desirable
<p>3. Circumstances</p>	<ul style="list-style-type: none"> • I can attend at training courses, to further personal development inline with the needs of the Association. • I am physically able to undertake moving and handling • All employees will be subject to an enhanced Disclosure & Barring Services check as well as an Adult Barred List check and any other necessary regulatory checks • Able to work evenings and weekends as necessary • Willing to undertake sleep in duties as required • May be required to be on the On-Call Rota 	