WINSLOW COURT

part of the SENAD Group

WINSLOW COURT LTD (ONENINEFIVE)

RSW Job Description (Feb14)

JOB TITLE: Residential Support Worker (Days)
MAIN LOCATION: OneNineFive
RESPONSIBLE TO: Shift Leader
SUBORDINATES: None

MAIN RESPONSIBILITIES:

- To provide a Person Centred Approach in supporting all Residents in reaching their personal goals and achievements.
- To provide full support to all Residents in accordance with the values and philosophy of care at OneNineFive.
- To ensure Residents lead active and full lives and enabling and facilitating on and off site activities at all appropriate times.

KEY TASKS:

- To support the personalised development of each Resident.
- To respect the dignity and individuality of each Resident and provide the resident with appropriate choices.
- To ensure a high standard of personal care for each Resident, including matters of physical well being and personal hygiene.
- To be aware of the emotional needs and aspirations of each Resident and provide opportunities for personal expression.
- To undertake Key worker responsibility for individual residents (see over) as requested.
- To work on a flexible rostered shift system inclusive of some evening and weekend work. During periods of low occupancy, to provide support worker cover at other SENAD Derbyshire locations.
- To work within the residential environment providing developmental support to residents.
- To work alongside residents to construct Person Centered Plans, keeping notes and records as required.

- To attend staff meetings, individual support, appraisal and supervision meetings with shift leaders and Managers as requested.
- To ensure the safety of the Residents at all times.
- To support and work alongside members of the Therapeutic teams implementing behavior support plans and following their advice for a consistent package of care.
- To undertake any training identified as necessary in order to carry out the role effectively and to complete any required mandatory qualifications for the sector.
- You will be jointly responsible for the safeguarding of vulnerable adults in our care, it is a requirement of this role that you adhere to all relevant safeguarding policies and procedures.
- To complete risk assessments to enable community access and activities to take place.
- Work within the spirit and intentions of the Equal Opportunities and Equality & Diversity policies and procedures and report any concerns immediately.
- Any other duties reasonably considered by management as necessary for the safe and successful running of OneNineFive.
- To drive company vehicles as long as the required criteria is met.

You as an employee are required by The Health & Safety at Work Act 1974 to:

- Take reasonable care for the health and safety of yourself and others who may be affected by what you do or don't do;

- Cooperate with the Company to ensure compliance with the law;

And Under the Management of Health and Safety at Work Act 1999 you as an employee are required to:

- Inform your employer of any work situation which you consider represents a serious and imminent danger and any shortcoming in the employer's protection arrangements for health and safety.

- Ensure you do not misuse or interfere with equipment provided for your safety or the safety of others.

Key worker Responsibilities

On successful completion of the probationary period, or at the Residential Care Managers discretion, the duty of 'Key worker' can be assigned to an RSW.

The Key worker role within the team:

Each resident selects a Key worker who:-

- Knows them well; knows their history, strengths, weaknesses, medical needs, family structure, and the nature of their learning difficulty.

The Key worker has to focus and co-ordinate the endeavours of the team to provide for their key persons assessed needs in the residential setting.

THE RESIDENT, Key worker, staff, Manager and other key people will hold person centered planning meetings to plan for the future, discuss needs and how these will be met fully involving the resident. Any resources required to action this plan are to be identified by the appropriate provider. Main tasks include:

- To improve the quality of life of the key person by ensuring satisfaction of his/her needs.
- To enable the key person to keep moving forward towards agreed goals.
- To assist the key person to maintain contact with family and friends.
- To compile written reports on the key person's development.

The content and reporting lines will be reviewed regularly and will change over time.