



Robust Services Support Worker

Job Description

Post:	Robust Services Support Worker
Hours:	35 hours per week (various shift patterns including Sleepover/Waking Night as required)
Salary:	£11 per hour/£20,020 per annum
Responsible to:	Senior Robust Services Practitioner

Fair Deal is an award-winning Social Enterprise providing assistance and support for people with learning disabilities, older people and young people. Established over 30 years ago we have been recognised for our groundbreaking work in valuing our clients and supporting their needs. Based in Glasgow, we work alongside the people who use our support, to help them have the kind of life they want. At Fair Deal we are committed to personalised individual support arrangements enabling our clients to build and maintain the life they choose.

The RSSW is a key new role within Fair Deal which has been developed in order to provide skilled direct support to individuals with very complex and varied needs, including behaviour that challenges. The RSSW will work in services where alternatives to traditional models of care may be explored and implemented.

In addition to working directly with individuals with complex and varied needs, the RSSW will play a pivotal role in working in partnership with a multi-disciplinary team, families and those being supported to ensure a robust and outcome focused support plan is agreed and implemented.

Reporting to the SRSP, the RSSW will provide day-to-day support to people within Fair Deal's services, ensuring that all support provided is of the highest quality. They have a responsibility for ensuring that they fully understand and are able to deliver support as per the individual's Support Plan and able to follow robust guidelines

Main responsibilities:

- To provide direct support to a person(s) we support (PWS) with very complex needs who can often display stress and distressed behaviour/behaviour that challenges
- To uphold organisational values and to ensure good working practice including understanding and awareness of health and safety
- To promote the independence and develop the skills of the PWS and assist with all tasks necessary to support the person(s) to fulfil potential and have a valued life.
- To work pro-actively with the team, other agencies, parents, carers, and other services to ensure a quality provision of care in line with the national health and social care standards – my support, my life, often taking a lead role in leading with partnership work
- Develop and contribute to the maintenance of robust records and support plans and act as a key worker when required.
- To ensure that the living environment is safe and appropriate to meet each individual needs
- To participate in regular and ongoing training relevant to the needs of the service users and maintain SSSC registration

The main responsibilities are listed above, however, this list is not exhaustive, and the employee would be expected to perform any other duties that may reasonably be required in line with your main duties. Employees will be expected to apply for and maintain their Registration with the SSSC at the appropriate time, as specified by the SSSC, and to ensure they comply with the SSSC Code of Conduct

Qualifications/Skills key to the role

- Willing to work towards SSSC registration requirements
- Good Practical Skills
- Good Observational Skills
- Flexibility, Empathy and Approachability.
- Ability to work as part of a team
- Ability to reflect on your own practice

- Ability to form positive relationships with service users, colleagues, parents, and other professionals.
- Sensitivity and understanding of discrimination and health and wellbeing issues.
- Flexible approach to work patterns
- Ability to respond appropriately in difficult or challenging situations
- Ability to work effectively as part of the support team and in multi-disciplinary settings.
- The ability to engage service users in activities and participation within their home and in the local community.
- Ability to carry out duties that involve personal care of service users.
- Ability to carry out duties in line with health and safety regulation and risk assessments
- Ability to support service users with physical activities such as swimming, hydrotherapy, cycling, etc