



Fair Deal

Job Description

Core Support Worker

Post:	Core Support Worker
Hours:	xx hours Per week - Evenings, weekends and sleepovers may be requirements of the post
Conditions:	As per Fair Deal's Contract of Employment
Accountability:	Team Leader or Quality and Development Manager.

Purpose of Post:

The purpose of the role is to enable people who use Fair Deal services to lead full and inclusive lives by meeting their support needs and working with them to achieve their wishes and aspirations. The staff member will work within Fair Deal's values and ethos and have a person-centred approach to their work. This will be achieved by:

- Working as part of a team.
- Carrying out person centred support planning with the people we support to identify and meet identified outcomes
- Having a holistic view of support and being prepared to support people with the choices they make
- Actively participating in team meetings and carrying out tasks allocated within designated deadlines
- Participating and contributing to regular support and supervision and annual appraisal
- Participating in any training necessary for the post or as directed by a senior member of staff

Main responsibilities:

- To support people to understand and fulfil their rights and responsibilities in all aspects of their lives, i.e. as a tenant, neighbour, friend, relative etc
- To support people with all tasks which have been identified in their support plan, for example cleaning their home, maintaining safety in the home, shopping for goods and paying bills.
- To support people to cook healthy meals and to share meals with the them.
- To support people to secure their benefit entitlement and to act as an advocate when necessary
- To support people to manage their own finances, in accordance with Fair Deal's policies and guidelines
- To support people with medication, in accordance with Fair Deal's policies and guidelines

- To support people with intimate self-care tasks and encourage individuals towards greater self-sufficiency in these areas
- To support people to make and attend any appointments that are required
- To support people to be as independent as possible.
- To support people to develop and maintain relationships
- To offer emotional support to people when they are experiencing difficulties in their life.
- To have a non-judgemental attitude to people who may present with behavioural challenges and to work with other staff members and external agencies to ensure these behaviours are managed effectively and consistently.
- To support people to go on holiday.

General

Understand and adhere to the Scottish Social Services Council codes of conduct for Employees.

Understand and adhere to Fair Deal policies and procedures.

Ensure that all statutory requirements made by statutory organisations with regard to health and safety, environmental health and fire precautions are met.

Carry out any other relevant duties as directed by Fair Deal senior staff members.

Person Specification

Essential:

- Empathy with the vision and mission statement of Fair Deal
- Shows a commitment to the rights and dignity of people we support
- The ability to communicate effectively both written and orally
- The ability to work as part of a team
- Pro-active and enthusiastic and positive
- A willingness to undertake training or any relevant learning required to carry out the duties of the post
- Flexible, adaptable and approachable
- Respectful, reliable and dependable
- The ability to approach difficult situations calmly and efficiently