



ROLE PROFILE RIGHT JOB, RIGHT PERSON

Job Details:

Job Title: Assistant Support Worker (ILS)
Company: REACH (Supported Living) Department: Independent Living Service
Location: Gwent Reports To: Team Manager
Job Family: Staff Hours: Various

Job Purpose

Enable and empower the people that Reach supports to shape the direction of their lives and take control of their rights and responsibilities.

What this Job does

Provide support for people's individual needs and preferences enabling them to lead their lives as they choose and as independently as possible.

Supports people with a variety of support needs. These include people with learning disabilities, mental health issues and physical disabilities, vulnerable adults and people who may have drug or alcohol problems.

Supports and advises people to find appropriate housing and to maintain their tenancies addressing any other housing issues that may arise.

Provides person centred support independently to people in their homes and communities.

Provides pro-active, responsively flexible support .

Provides emotional support, as well as practical assistance and advice, regards personal finance and budgeting, risk management and the maintenance of personal records. Develops and assists in the formulation of personal support plans and their implementation, reviewing their progress and negotiating any further support requirements.

- To devise, implement, monitor and review individual support plans.
- Negotiate and advocate for people to receive services from the statutory and non statutory sectors.



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To have awareness, understanding and commitment to Seren’s Policies, Procedures and Reachs vision.

Liaising with the individual network of support e.g. Family, Friends Care manager, Community Psychiatric nurse, Doctors and Police.

Attend meeting, training courses, and personal development plan and one to one sessions as required.

Representing Reach in relevant meeting around the individuals supports e.g. care review, MAPPA, POVA, Medication review.

How this Job is done

Our Values

Everyone employed by the Seren Group share the following values:

- Fairness We treat everyone equally whilst respecting uniqueness
- Openness We are honest and approachable
- Ambition We aim to be the best we can and deliver the results our customers want
- Responsibility We take ownership of our actions and are aware of the impact on others
- Integrity We believe in what we do and are true to ourselves and our customers
- Respect We treat people in a way which makes them feel valued

Who does this Job

Person Specification	Essential or Desirable	Evidence
Experience		
Experience of working with vulnerable adults.	Desirable	
Skills & Abilities		
Ability to motivate people to undertake tasks such as household and domestic tasks, shopping, food preparation and self care.	Essential	
Ability to support people with disabilities in a flexible but safe environment.	Essential	
Ability and willingness to support people to develop and maintain supportive links and network within their communities.	Essential	
Commitment to enabling people rather than doing for.	Essential	



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Person Specification	Essential or Desirable	Evidence
Ability to support people with personal finance and budgeting	Essential	
Ability to respond to the emotional needs of the people REACH supports	Essential	
Ability to communicate effectively both verbally and in writing with colleagues at all levels and on a multi agency basis.	Essential	
Ability to work on one's own and take the initiative in decision making.	Essential	
To work to in a Person Centred way.	Essential	
Ability to work flexible patterns of work including mornings/evening/occasional split shift and undertake sleep-ins in line with the people REACH supports changing needs.	Desirable	
Ability to work in a non-aversive way with people who challenge services.	Desirable	
Counselling skills.	Desirable	
Ability to drive	Desirable	
Knowledge and Understanding		
Understanding of, and commitment to REACH's Vision	Essential	
Understanding of the role of the Primary Worker.	Essential	
Understanding of the need for privacy and confidentiality.	Essential	
Understanding of the role of the Primary Worker	Essential	
Understanding of non –aversive ways of working with people who challenge the services.	Desirable	
Understanding of the role of the Primary Worker		
Knowledge of basic First Aid/Food Hygiene/Health and Safety.	Desirable	
Knowledge of Mental Health, Autistic Spectrum Disorder, Drug and Alcohol Dependency.	Desirable	
Education and Training		
NVQ Health and Social Care level 3		



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Our Core Skills and Competencies

Everyone employed by the Seren Group have the following core skills and competencies:

Core Skills & Behaviours	Customer Service Work Planning/Personal Effectiveness Working with others (Team Work) Communication/Interpersonal Skills Job Knowledge/Personal and Organisational Effectiveness Health, safety and organisational wellbeing Promote equality and diversity Problem solving and flexibility Leading by example Environmental awareness
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