

# SEE ABILITY

Live. Love. Thrive. Belong.

<b>Job Title</b>	Support Worker
<b>Responsible to</b>	Service Manager, Senior Support Worker, and the People we support and families
<b>Responsible for</b>	People we support

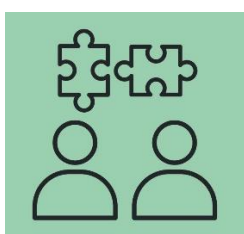
## Our Values



**Respect is  
our  
starting  
point**



**We spark  
imagination**



**We learn  
together to  
be our best**



**We believe  
in each other**

## Role Purpose

The SeeAbility Support Worker role is:

To be extraordinary and support the manager, deputy manager other team members to help the people we support live an extraordinary life each and every day by providing excellent, person-centred support, which is both safe, in line with individual care plans and in accordance with our policies and procedures.

Helping people with learning disabilities and autism, many of whom have sight loss you will support them with their day to day living needs including actively helping with tasks around the home, but also helping them with their emotional and physical support needs, which may include personal care. You will help plan short- and long-term goals with them and those close to them, ensuring they get the best opportunities out of their lives.

## **Your responsibilities:**

**Quality:** We support people to achieve their goals by ensuring we use our specialist skills and resources effectively. People we support are involved in organisational decision making.

- To ensure the support we provide is not just in line with but champions the following quality statements:
  - My support is about me.
  - I am as healthy as I can be.
  - I am happy fulfilled and have a meaningful life.
  - I have choice and control over what is important to me.
  - My support team are great and enjoy supporting me.
  - I am supported to feel safe inside and outside of my house.
- To get to know the people we support and help them to live the life they want to live.
- To take personal responsibility for the quality of care and support delivered to the people we support.
- To safeguard and promote the welfare of the people we support.
- To help the people we support plan towards and achieve both short and long term aims.
- To plan and support activities, such as vacations, learning and social engagements always being creative and exploring new opportunities.
- When required assist the people we support with managing their personal affairs making, preparing for, attending any appointments, and acting as both their role model and confidant.
- To ensure the people we support, and their families are treated with respect, dignity, and equality.
- To work in accordance with SeeAbility's values as detailed in the person specification.

**Influencing:** We ensure that everyone with learning disabilities and autism, and those that support and work with them are aware of the prevalence of sight problems, associated concerns, their rights and are able to access practical support.

- Help people get the absolute best out of every day by being flexible, listening and understanding the impact that learning or physical disabilities, sensory impairments and autism spectrum conditions have on people and how we can improve the way we provide support.
- Speaking up about support that you may have concerns about, using your voice to influence better outcomes.
- Act as an ambassador for the organisation by ensuring your own networks are aware that people with learning disabilities are more

likely than others to have sight problems. Encourage others to consider and recognise signs and symptoms of sight problem and to take action.

**Sustainability:** We invest in our organisation to ensure we are current and relevant by effectively meeting the needs of more people who would most benefit from our work.

- Working within the law, so that risks are kept low, and opportunities increased.
- Contributing to the service by sharing views and ideas so we can improve the way we work.
- Supporting the views of the people we support and self-advocacy for the service to learn what changes need to occur to response to people's needs and wishes.
- To take responsibility for using all our resources wisely and monitoring the efficiency of our services, ensuring that our services are always adapting to meet the needs of the people we support.

**Talent:** We recognise the contribution of our colleagues and achieve more using each other's skills, values, and commitment.

- Seeing the potential in every moment to teach useful skills to both the people we support and each other.
- Working as part of a team that strive to support each other.
- Act as an ambassador for the organisation, actively seeking and engaging with talent within your own networks and those of friends and family who could be an extraordinary support worker.
- Keeping accurate written records and ensuring information is shared appropriately with other team members.
- To be responsible in completing and keeping up to date with all necessary training.

**Partnerships:** We strengthen the impact of organisations and individuals who help us achieve our objectives.

- To work in partnership with the people we support and all those involved in supporting the person, such as families, other carers, social workers, and other professionals to set and review meaningful goals and achieve the best outcomes.
- To talk passionately about our work, sharing stories about the difference it makes and reach out to individuals, companies, or groups you know that might be able to support our cause either financially or by volunteering.

## Person Specification

<b>Qualifications</b>	<ul style="list-style-type: none"><li>• QCF in Health &amp; Social Care level 2 Diploma or willingness to undertake further training (E)</li></ul>
<b>Knowledge &amp; Experience</b>	<ul style="list-style-type: none"><li>• Knowledge of regulatory standards for supported living (D)</li><li>• Understanding of Health and safety legislation (D)</li><li>• Knowledge and understanding of epilepsy (D)</li><li>• Full UK, manual, driving license (D)</li><li>• Experience of working with people with visual impairment or other disabilities (E)</li><li>• Social care experience (D)</li><li>• Experience of providing personalised support (D)</li></ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Adventurous (E)</li><li>• Respectful (E)</li><li>• Friendly (E)</li><li>• Encouraging (E)</li><li>• Resourceful (E)</li><li>• Advocating (E)</li><li>• Connecting (E)</li><li>• Supportive of loving relationships (E)</li><li>• Patient and calm under pressure (E)</li><li>• Good written and verbal communication skills with the ability to write accurate reports and records and adapt style of communication when necessary (E)</li><li>• Ability to maintain confidentiality when dealing with personal matters (E)</li></ul>