

JOB DESCRIPTION

Job Title: Youth Support Worker – Learning Disabilities and Complex Needs

Location: Great Houghton, Northamptonshire

Reports to: Senior Support Worker – Learning Disabilities and Complex Needs

Purpose

The post holder will work closely with young people and to provide assistance and support while attending to practical, physical and emotional needs. Youth support workers contribute to the safeguarding, health, wellbeing and general development of young people, and deliver clear verbal and non-verbal communication using a variety of methods of communication relevant to individual young people.

Main Duties and Responsibilities

- To maintain a high quality of care and support which meets the physical, emotional, intellectual, social and cultural needs of children and young people within the home. Working from the guidelines from the 1989 Children's Act, National Minimum Standards, Every Child Matters and any other relevant legislation.
- Ensure safeguarding and welfare of the young person as outlined in their individual plans and working to improve the young persons outcomes in relation to their health (physical and mental), education, employment, social and transition into adulthood.
- Work directly with a child/young people in accordance with agreed individual plans and strategies (e.g. anger management, risk and vulnerability plans, self-esteem work and life story work) showing unconditional regard and respect for the child/ young person, at all times.
- Establish positive relationships with young people and ensure an environment secure and free from harm.

- Ensure that each young person's care plan is followed and amended as appropriate to reflect their needs.
- Attending to practical matters in relation to childcare e.g. cooking, cleaning, personal care, general maintenance around the home etc.
- Develop insight into and skills in de-escalating and managing challenging behaviour that promotes the development of the child's own social and emotional awareness and self-management.
- Providing emotional support at times of difficulty or stress
- Provide support and supervision of daily personal living tasks and private personal hygiene, ensuring the young person is always treated with respect and dignity while they are receiving care.
- Empowering young people and facilitating their active involvement in the decision-making about their lives and future.
- Acting as an advocate at meetings where the young person is the subject of discussion.
- Establish boundaries and challenge inappropriate behaviour.
- Encourage and engage individuals in activities that promote social interaction and personal development including to develop links with the community where appropriate, and to attend off-site activities and expand their personal social network.
- Attend and participate in team meetings.
- Encouraging the young person to develop links with the community where appropriate, and to attend off-site activities and expand their personal social network.
- To effectively record and evidence works completed and any other relevant information regarding an individual young person on the management information system (CHARMS).
- Participate in meetings with the young person and collect feedback where possible to foster a culture of inclusivity, ensuring that the wishes and views of the young person are heard and actioned.
- Participating in the effective transition and communication between staff which will enable clear and consistent shift handovers.
- Collect feedback from the young person on a regular basis through different mediums to inform opportunities for continuous improvement.
- Respond promptly and appropriately to any concerns raised by the young person, including escalation to Managers.

- Support young people to achieve their full potential in education, learning and future employment.
- Ensure all Homes2inspire and Shaw Trust policies and procedures, as well as risk assessments, are adhered to at all times always adhered to.
- Ability to undertake and develop physical intervention skills in order to safely manage challenging behaviour (Full training will be provided).
- Be a role model by displaying positive behaviours and professionalism at all times always displaying positive behaviours and professionalism.
- Responsibility for the accurate maintenance of financial records appropriate to the duties of the post.
- Receiving training appropriate to the role and maintaining an up to date training profile.
- Maintain knowledge of and apply the relevant legislative, regulative and standards against inspection framework requirements.
- Be aware of and support difference and ensure equality for all working in an anti-discriminatory manner, upholding, equality and diversity policies.
- This post requires the holder to have availability to work on a shift rota system including evenings, weekends and bank holidays. The postholder may also be required to complete sleep in shifts on occasions.
- In accordance with the guidelines on Health and Safety, to accept responsibility for working within these guidelines and reporting any concerns to the Registered Manager.

Other

1. To undertake any further training as identified in the Shaw Trust and Homes2inspire review procedures.
2. Ensure that safe working practices are followed in respect of COSHH and other Risk Assessment control measures.
3. Employees must comply with the provisions of 'The Health and Safety at Work Act 1974' and must take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts of omissions whilst at work. Employees are also required to co-operate with their employer to enable them to perform or comply with

any statutory provisions. The Trust's efforts to promote a safe and healthy working environment can only succeed with the full co-operation of its employees.

4. To understand, comply with and promote Shaw Trust's and Homes2inspire safeguarding policy and procedures. It is the responsibility of all employees to make the working environment safe and secure for all. Everyone must adhere to the 5 Rs in relation to possible abuse: Recognition, Response, Reporting, Recording and Referral. The Trust can only ensure its dedication to the protection of vulnerable people with the full cooperation of its employees.
5. The Trust has an Equality and Diversity Policy and it is the responsibility of all staff to comply with this. The key responsibilities for staff under this Policy are set out in the Trust Code of Conduct.
6. To maintain the confidentiality about clients, staff and other Trust business. The work is of a confidential nature and information gained must not be communicated to other persons except in the recognised course of duty. The post holder must meet the requirements of the Data Protection Act at all times.
7. Be aware of, promote and implement Shaw Trust's Quality and Information Security Management Systems.
8. To report to line manager, or other appropriate person, in the event of awareness of bad practice.
9. Recycle and manage energy within your environment.

This job description is intended to provide a broad outline of the main duties and responsibilities only. The post holder will need to be flexible in developing the role in conjunction with the line manager. The post holder may be asked to carry out any other delegated duty or task that is in line with their post.

<p>Person Specification</p> <p>Job Title:</p> <p>(E=Essential D=Desirable)</p>
<p>SKILLS AND CORE COMPETENCIES</p>
<p>Technical competency (qualifications and training)</p> <ul style="list-style-type: none"> • Education to GCSE level or equivalent (E) • Ability to confidently use Microsoft packages including Word and enter data into information management system. (E) • Experience of supporting vulnerable people in a workplace environment or professional capacity (E) • QCF Level 3 in Residential Childcare or equivalent Health & Social Care qualification. (D) • or willingness to complete all necessary training and qualification as part of role. (E) • Experience of working with young people or vulnerable adults with learning disabilities and complex needs (D)
<p>Experience</p> <ul style="list-style-type: none"> • Insight into the varying communication needs of children with learning disabilities and complex needs (E) • Knowledge and understanding of safe, organised and responsible administration of medications. (E) • Experience of working with visual and behavioural prompts. (D) • Knowledge and experience of working with PACE model. (D) • Knowledge of and experience in using applied behavioural analysis and positive behaviour support interventions (D)
<p>Skills and Attributes</p> <ul style="list-style-type: none"> • Ability to work in fast-paced environment and adapt to evolving situations. (E) • Ability to work with young people with complex and challenging behaviours. (E) • Good verbal and written skills with basic computer literacy (E)
<p>Personal qualities, communicating and relating to others</p> <ul style="list-style-type: none"> • Ability to communicate verbally and non-verbally using a range of communication methods. (E) • Able to work with staff at all levels, working as part of a team, contributing to team

cohesion and liaising with other professionals (E)

Safeguarding

- Be able to display an awareness, understanding and commitment to the protection and safeguarding of young people and vulnerable adults. (E)
- This post requires a Disclosure and Barring Service Check at an Enhanced level (E)
- Satisfactory pre-employment checks in line with regulatory requirements and Homes2Inspire Safer Recruitment Policy. (E)
- Due to regulations, you must be at least 21 years old if the oldest young person in the home is turning 18. (E)

Other

- Understand and be able to demonstrate a commitment to Equal Opportunities and Diversity. (E)
- Hold a full UK driving licence. (D)
- Availability to work on a shift rota system including evenings, weekends and bank holidays (E)