

## Enabling Support Worker

### Job Description

Open to both experienced, as well as those not yet experienced, health and social care assistants who demonstrate their potential to develop into specialised community based enabling support workers in the field of vulnerable people with severe complex needs.

**Always respecting the people we serve, their families, friends and colleagues, the purpose of this role is for all Enabling Support Workers to continuously demonstrate sound:**

- Safe, flexible, caring, guiding/ teaching and interpersonal skills
- Basic computer, good verbal, written, numerical and communication skills
- Ability to communicate complex issues working as one team with all those involved

**Enablers will be appointed through a series of interviews to become a support team member to:**

- 👍 **Deliver** 'person-led' care and support service to a wide range of vulnerable people and with complex needs using our ways of working consistently implementing the agreed enablement care and support plans to each individual even when no one is looking
- 👍 **Create** positive relationships and opportunities, guaranteeing each person receives personalised enabling support, working in partnership with others
- 👍 **Ensure** the assessed needs of the person supported are met by developing; their relationships, daily living skills and greater independence

**An Enabling Support Worker is an ambassador of ubu. Providing bespoke 'Person-Led' daily living support. Being responsible for delivering, punctually and respectfully, what we have promised at all times. Always being required to:**

- Work from planned rotas, including sleeping-in support shifts as required
- Provide, as a member of a team, 24-hour personal care and holistic enabling support
- Develop the daily living skills of the people we serve to gain greater personal independence
- Follow all support, policy, process and regulatory guidelines at all times
- Communicate effectively using the tools and reporting process appropriately
- Keep individuals free from any form of harm or abuse and protecting everyone's safety
- Be self-disciplined in providing the agreed level of support at all times
- Attend and participate in; team meetings, required e-knowledge, local and central training putting learning into daily practice
- Be adaptable to meet the changing needs of the role
- Build relationships by working together, networking and integrating with the local community resources to engage the individual and their families
- Demonstrate proactive and positive engagement at all times, implementing our care and support enabling approach



**Enabling Person-Led Delivery**

- Consistently delivering each person's support and risk management plans
- Achieving agreed 'forecasted outcomes' (My outcomes) with each individual

#### Ensuring ubu's Quality Standards are met:

- Adhering to all policies and procedures ensuring ubu's standards are maintained at all times
- Complying with relevant legislation including data protection, health and safety and Care Act
- Reporting any breach of regulation policies and procedures
- Being accountable for own actions
- Presenting and behaving in a professional manner at all times
- Undertaking designated quality checks and maintaining home and communal environments to the highest standards at all times
- Contributing to continuous quality improvement in every aspect of the service we provide
- Detailing accurately, recording and reporting of information relating to the support delivered

#### Accountable to:

- The leadership and management of ubu working as One Team
- ubu's policies and procedures
- The people served by ubu

#### Reporting to:

- Service Manager

## Person Specification

### Essential Criteria



#### Evidences aptitude and willingness to:

- Interpret philosophy into practice
- Teach and develop skills for living
- Advocate for people within the home and in the community
- Encourage people to speak for themselves
- Follow line management direction
- Promote self and others health and wellbeing
- Support others to budget and manage finances
- Be a positive role model/mentor at all times to people
- Have a flexible approach to the role
- Being proactive to the needs of the service
- Follow a Person-Led approach to support
- Show passion, commitment, enthusiasm and drive



#### Demonstrates

- Flexibility including shift working and sleeping in as required
- Appropriate; eye contact, positive listening, body language and non-verbal skills
- Present self in line with ubu dress code



Enabling Person-Led Delivery

- Positive understanding and attitude of equality towards vulnerable people
- Knowledge of, understanding and commitment to, citizenship and community participation
- Positive interpersonal skills
- The ability to; listen to others, encourage people, develop communication and positive relationships skills
- Basic computer skills, good spoken and written English and numeracy
- Respect for others
- Always punctual
- Ability to work as an equal part of a team
- Knows how to proactively deal with stress/pressure in self, and seeks guidance when needed
- Desire and commitment to own ongoing development
- Willingness to attend staff meetings and in-house training where necessary
- Knowledge and understanding of what the role entails and prepared for interview
- Understands what ubu is all about and the services it offers
- No previous undeclared criminal convictions
- Positive references
- Committed to covering any visible tattoos as required whilst at work
- Physical fit, mobile and able to:
  - Physically undertake personal care including moving and handling
  - Support individuals in their leisure activities
  - Work on several levels throughout their shift
- Emotionally and mentally stable to sustainably support and work with:
  - People who have complex and challenging health issues
  - Colleagues as an active healthy member of an intensive support team
- Committed to achieving a level 3 Diploma in health and social care



#### Desirable

- Previous experience of working with vulnerable people with complex needs
- Relevant training and qualifications within a social care setting
- MAPA trained
- Knowledge of ubu Vision, Mission and Values
- Car driver with full clean driving license

#### All job offers made subject to

- At interview
  1. Confirmation of candidates; application record of consecutive and complete personal and employment history and referees
  2. Clear DBS and safeguarding record
  3. Proof of ID
  4. Right to work documents

#### Receipt of 3 references within one working week of job offer from candidates

- Previously or currently employed
  1. Last employer
  2. Character references from an established professional



Enabling Person-Led Delivery



Standing up with you

3. further character reference from an established professional or any non-family member or partner
- Only been in education
    1. Education reference from educational establishment
    2. Character references from an established professional
    3. Further character reference from an established professional or any non-family member or partner
  - Self-employed 3 character or educational references
    1. Character references from an established professional
    2. Further character reference from an established professional or from educational establishment or any non-family member or partner
    3. Further character reference from an established professional or from educational establishment or any non-family member or partner



Enabling Person-Led Delivery