



PERSON SPECIFICATION

POST	Post 16 Support Worker - Bank
DEPARTMENT	Post 16
LOCATION	Portsmouth & Southampton
SALARY	£12:00 per hour
HOURS	Zero hours contract
RESPONSIBLE TO	Home Manager

Qualifications

- To hold or be willing to work towards the NVQ 3 in Child Care
- Must hold a full UK Driving License

Knowledge and skills

- Competent self-supporting IT user: good keyboard skills and able to use a search engine to assist in service user's care.
- Good organisational skills and flexibility in working with unpredictable workload demands. Able to prioritise demands and meet deadlines. Problem solving skills and the ability to act on own initiative.
- Understands service user confidentiality. Able to give evidence of excellent interpersonal skills to be used with clients, carers, colleagues, and other agencies, with the ability to use observation and assessment skills.
- Knowledge of legislation relevant to child and adult protection policies and procedures and basic knowledge.
- Ability to proactively engage with young adults with emotional and behavioral difficulties/mental health problems and/or learning disability and to establish, maintain and end professional relationships.
- Ability to advocate for young adults and empower them to advocate for themselves.
- To be able to recognise the effects of stress on self and others.



Experience

- Experience working with young adults with emotional and behavioral difficulties/ mental health problems and/or learning disabilities
- Relevant life experience managing emotional and behavioral difficulties/ mental health problems and/or learning disabilities that can be applied in practice

Personal Attributes

- Be reliable, enthusiastic, creative, and honest.
- Confident with lone-working and being a team player.
- A positive attitude to people with emotional and behavioral difficulties/ mental health problems and/or learning disabilities

JOB DESCRIPTION

- To take an active lead in the monitoring of good practice within the service and ensuring safe working practices within Child and Adult Protection procedures.
- To take a lead in the planning and decision-making process within the service, including delegation of tasks to colleagues.
- To demonstrate a commitment to ongoing professional development of self and others.
- To attend and contribute to our young adult's reviews with colleagues and multi-agency professionals
- To support young adults to develop the necessary skills to move on to independent living
- To complete formal assessments of the needs of the young adults, in conjunction with colleagues and other professionals, to promote and safeguard the welfare of the young adults in placement.
- To analyse and therapeutically manage behavior that challenges resulting from complex needs and formulate plans to reduce the likelihood of future similar events. To support colleagues in their reflective practice to develop an understanding of the underlying issues to challenging behaviour.
- To ensure that self and others work within Sakura Care's Policies and Procedures where necessary.
- To ensure daily tasks are completed (either directly or through delegation) and are consistent with the smooth running of the service, such as handover, case recording



- and updating service user care plans, risk assessments, ensuring all information is recorded appropriately and accurately.
- To engage productively in individual supervision.
- To ensure and promote high standards of care including the hygiene and safety for all young adults in the home. Ensure that records of such are recorded accurately.
- To involve the young adults in decisions about their care plan and risk assessments, in order to maximise their choices, giving due consideration to their wishes and feelings.
- To take a lead in handovers, shift planning and care planning meetings. Use initiative in communicating with families, carers, and any other agencies involved, to ensure that they are informed of progress with care plans and any other significant information.
- Any other duties as may be required by your Line Manager/ Director.