

Support Worker – Grade 5

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

We offer a range of services to older people including to people with dementia and those who are nearing the end of their life, people with a physical or sensory disability and people with learning disabilities. These services are provided 7 days a week, 24 hours a day, to meet our service user's assessed needs. Support can be provided at home, in the community or in Council run establishments. This can include emergency response, respite and long term care or support to carers.

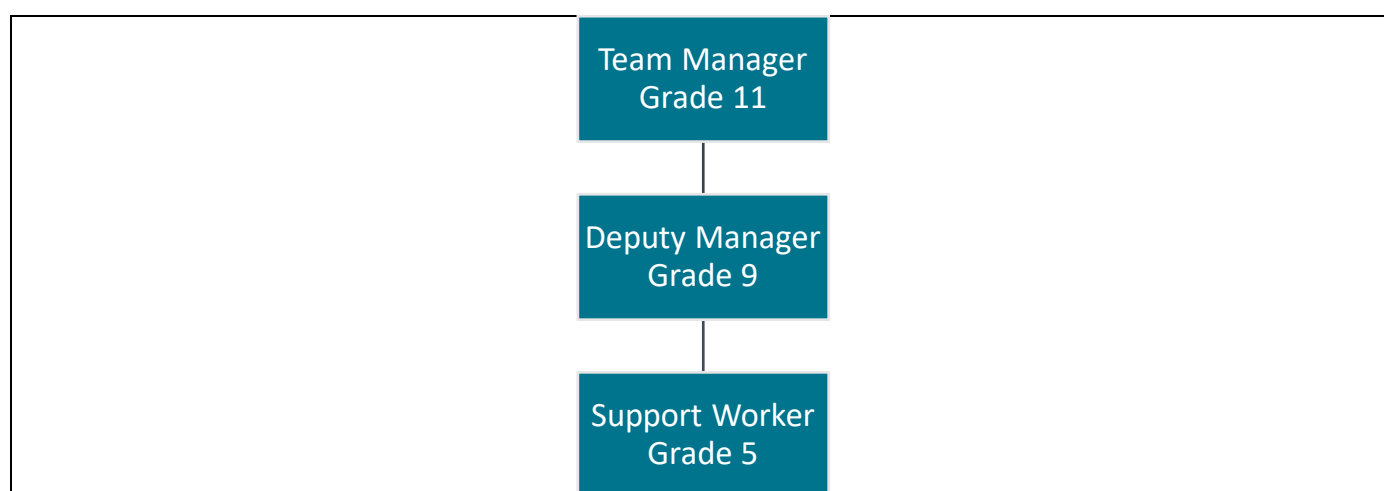
This role is based within [Adults and Health](#). Find out more about [working for Kirklees](#).

Key areas of responsibility

- Working as part of a team and often alongside colleagues in health, for example, nurses and occupational therapists, you will provide front line support to people who use our services.
- It is important that we invest in our workforce so you will receive a thorough induction into the service and undertake a range of training to ensure that you are fully equipped to carry out your role effectively. We are committed to the development of employees, and you will receive regular support and supervision from your line manager. You will also be part of a team who meet regularly.
- You will be working with service users who may have restricted mobility and/or challenging behaviour. These service users may require support/lifting for personal care tasks e.g., getting out of bed, dressing, toileting, and bathing.
- As part of your role, you will be required to undertake mandatory training which includes Movement and Handling and/or Positive Behaviour Support training to help you support our service users and assess and reduce risks to yourself, colleagues, and service users. New staff will also be required to complete the Care Certificate, if appropriate.
- Some of our work is regulated by the Care Quality Commission (CQC) to ensure that our services meet the National Minimum Standards which govern how our services are provided. We strive to exceed these standards and wherever you work in the service you will have an important role in contributing to them.
- Delivers a service that is person centred and builds on people's strengths, focusing on what they can do, not what they can't do.
- Delivers a service that meets the aspirations and needs of service users and carers.
- Provides support to enable and help maintain the independence of vulnerable adults by giving them greater choice and control over the way in which their physical and emotional wellbeing needs are met.

- Supports the delivery of high quality services to vulnerable adults which exceed minimum CQC requirements.
- Documents are completed to the required standard which evidence good practice e.g., support plans.
- Develops and maintains effective working relationships with team members, service users, carers, other professionals, and partner agencies ensuring relevant information is communicated effectively.
- Supports the design and delivery of Support Packages to meet individual needs and aspirations, develop skills and promote choice and community presence.
- Respects service user's cultural beliefs, lifestyle, privacy, and confidentiality.

Position of job in organisational structure



Employee Specification

Knowledge, qualifications, skills, and experience	Shortlisting criteria
An understanding of Adult Social Care.	Essential
Hold the Care Certificate (or equivalent) or be prepared to complete this within 12 weeks of appointment.	Essential
A standard of literacy and numeracy to be able to complete and understand documents, forms, support plans etc.	Essential
Ability to demonstrate a commitment to personal and professional training and development to carry out the job effectively and efficiently by completing training requirements in the required timescales.	Essential
A basic awareness of health and safety issues.	Essential
A basic awareness of food hygiene.	Essential
An understanding of good infection prevention practice (including cleanliness) to ensure that people who use health and social care services receive safe and effective care.	Essential

Knowledge, qualifications, skills, and experience	Shortlisting criteria
Willingness to travel within the designated area (either on foot or using public transport). Possession of a driving licence and car available for work may be desirable for some areas.	Essential
You will need to be flexible in your approach to work and work patterns.	Essential
You will be working with service users who may have restricted mobility and/or challenging behaviour. Following an offer of appointment, you will be required to undertake a standard medical screening and any other medical screening as determined by the Occupational Health Unit appropriate to occupational risk.	Essential
Accepts an enhanced DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Must comply with all legislation, regulations, or guidance from the government and CQC in relation to your role including any vaccination requirements.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 1. Find out more about [Council Behaviours and Expectations](#).

General information

See your responsibilities related to [Safeguarding](#).

DBS check at the appropriate level.

Driving licence or able to travel independently across Kirklees.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience, and grade of this job.

For Office Use Only:

Job Category	Social Care	Grading ID	22280
Job ID	80101185	Last Updated	June 2023
Job Focus	Yes	Career Progression	No

Contractual Variants

DBS Category	See Job focus sheet	DBS Type	Enhanced + Barred
Health Check	Yes	Politically Restricted	No
24/7 working	Yes	Public Holidays	Yes
Night Working	No	Alternating Pattern	Yes
Standby	No	Other	No
HR check	M Lunn		