

Job Description & Person Specification –

Community Services Support Worker



Rose Road is a Southampton-based charity that since 1952 has been supporting children and young people with complex disabilities and care needs, and their families, from across Hampshire and surrounding areas. We provide overnight short respite breaks, on-site and community-based day services, flexible outreach support and at-home care, and SEN advice services.

Role:	Community Services Support Worker
Responsible to:	Assistant Manager
Hours:	<p>Various contracts available:</p> <ul style="list-style-type: none">- Flexible 12-30 hour contract (A typical 30 hour contract will include a combination of day-time sessions, before and after school sessions and weekend sessions over a 4 week period (2 weekends a month). Shorter working contracts are available for fixed times e.g., before and after school or just weekends so please enquire. Additional hours available in school holidays.)- Evening hours contract from zero hours up, working between 3pm-8pm during the week- Weekend hours contract from zero hours up, working work at least one day every weekend, or 2 days alternative weekend.- Evening and weekend hours contract from zero hours up, working at least one day every weekend, or 2 days alternative weekends, and hours between 3pm and 8pm during the week. <p>More hours above these requirements are available if you want them. Please say which contract you are applying for when you make your application at www.roseroad.org.uk/jobs.</p>
Location:	Based at Rose Road; out in the community throughout Southampton and south Hampshire; in the young person's home
Salary:	£13.43 – £14.47 per hour. The weekday rate is £13.43 per hour. The enhanced rate is £14.47 per hour and is paid for all weekend hours and waking hours from 9pm to 7am on weekdays.
Closing date	Open ended application

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Summary	As a Community Services Support Worker, you will have the exciting opportunity to support disabled children and young people to thrive by providing kind, respectful and professional care to those who access our outreach support in the community as well as domiciliary care in the young person's home.

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	<p>This will include all aspects of personal care, including washing, personal hygiene, dressing, moving (via hoist as required) and assisting with meals (orally or through feeding tubes).</p> <p>You will also get to plan and deliver individually tailored, person-centred leisure activities and opportunities for our young people to learn, play and explore safely while out and about in the community, to develop new skills, spend time socialising with friends and build a sense of belonging and achievement.</p> <p>There will be lone working involved both in the young person’s home and out in the community, as well as the chance to make group trips to parks, playgrounds, activity centres, the beach, farms and zoos, restaurants and shopping centres. You can also run activities such as crafts, baking, swimming, sports, walking and more – the opportunities are endless.</p> <p>You will also be able to communicate clearly using their preferred method of communication, ensuring their needs are met at all times. You will also communicate well with colleagues, supporting each other and building trusting working relationships.</p> <p>Please note, we are unable to offer any Visa Sponsorship for our roles.</p>
<p>Role specific tasks and responsibilities</p>	<ul style="list-style-type: none">• Transport - To transport young people in your own vehicle or a Rose Road accessible vehicle. This will include collecting people from their homes, accessing community activities and bringing them to and from the Bradbury Centre. Outreach requires you to be able to drive.• Reporting/Recording – To complete clear and detailed daily records to ensure their support plan is followed; to file away, maintain and store daily records in line with the policy.• Safeguarding - ensure all safeguarding policies and procedures are followed and ensure that all service users are protected from harm at all times; be aware of the reporting protocols for a safeguarding concern or incident; be aware of your responsibility to identify and act on any examples of poor safeguarding practice in the setting• Carry out routine domestic tasks that contribute to general upkeep such as shopping, cooking, laundry, cleaning and bed making• Attend and actively participate in supervision with your line manager• Undertake all mandatory and relevant training as identified and agreed with line manager to ensure personal and professional growth and to adhere to all Rose Road Association policies.• Ensure you display dignity and respect to all employees and children/adults at all times

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	<ul style="list-style-type: none"> Fully commit to the values, mission and vision of Rose Road Undertake other duties that may be required by the association to contribute to the development of the service and maintain a positive environment for the children/young adults
DBS check needed?	This role is subject to an Enhanced Disclosure by the Disclosure & Barring Service
Required qualifications	An appropriate level 3 Diploma, or a commitment to undertake the qualification within an agreed time frame.
Benefits	<p>The Rose Road Association is an equal opportunities employer. All staff undergo regular Supervisions, wellbeing check ins and an annual appraisal.</p> <p>All staff also receive the following:</p> <ul style="list-style-type: none"> 25 days annual leave per annum, rising to 28 days after five years' continuous service Contributory pension scheme Paid sickness (following 3 months' service) Comprehensive Training and Development with opportunities to progress Employee Assistance Programme

Person Specification – what we need from you	
Essential	Desirable
Education and Training	
<ul style="list-style-type: none"> Child care/NVQ Qualification or willingness to work towards within an agreed time limit 	
Achievements, Experience, Skills & Abilities	
<ul style="list-style-type: none"> Good communication skills Understanding of the principles of equal opportunities Recording skills/following programmes, care plans and risk assessments Ability to use own initiative and work as part of a team Have the physical capacity to partake in moving and handling of service users 	<ul style="list-style-type: none"> Experience of working with young disabled people Experience of working with children and/or young adults

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Our Values & Expected Behaviours



Our focus is always on the children and young people we support, as well as their families, our employees and volunteers. Our Values are essential in providing a moral compass that guides actions and decisions, creating a shared culture, establishing trust, driving strategic direction, and infusing the organisation with meaning and purpose.

We are Trustworthy - We build trust with the children, young people, and families we support – as well as our partners - by being dependable, reliable, and accountable in all that we do.

We are Kind - We understand and value the unique needs of the people that we support. Providing care and support with compassion and empathy.

We are Open & Honest - We foster an honest and open-minded culture and are transparent in both our decision making and communication.

We are Forward Thinking - We are committed to providing the highest quality of care, constantly seeking new, collaborative, and creative ways to deliver our services– encouraging everyone to be ambitious and to achieve their goals.

We are Professional - Flexible and agile in our approach, we uphold the highest professional standards to meet the needs of our children, young people, and their families.

Working within our organisation’s Values Framework – Expected Behaviour Level

Our five values have clear descriptions and identified behaviours that demonstrate what they look like in practice. The behaviours are split into three levels which are intended to be relevant and consistent throughout various roles within Rose Road.

Job Descriptions include the different levels of each behaviour required which should be demonstrated throughout recruitment processes and ongoing employment.

Full details can be found at www.roseroad.org.uk/valuesframework (opens a PDF)

We are Trustworthy	Behaviour Level 1
We are Kind	Behaviour Level 1
We are Open and Honest	Behaviour Level 1
We are Forward Thinking	Behaviour Level 1
We are Professional	Behaviour Level 1