

Support Worker

Location: Highland Aftercare, 73-77 Old Perth Road, Inverness, IV2

Grade: SCP 19-22 (£22,498-£24,354 per annum) pro-rata plus a sleep-in payment of £8927 per annum

Pro-rata salary £18,171-£19,671 per annum plus a sleep-in payment of £8927 per annum

Job Purpose

Our team at Highland Aftercare help end homelessness through providing a high-quality supported accommodation programme for homeless individuals transitioning from temporary to permanent or other suitable long-term accommodation. The programme provides 24-hour supported accommodation and reach out support to young people aged 16-26 who have previous experience of living in a care setting.

Role and Responsibilities

- Develop positive, respectful and compassionate relationships with the people we support, focusing on their strengths and aspirations as individuals.
- Have a high standard of professional integrity with colleagues and other professionals.
- Establish clear professional boundaries with the people we support.
- Actively practicing person-centred planning and unconditional positive regard.
- Taking a Psychologically Informed Environment (PIE) approach.
- Arranging and facilitating key work meeting to develop and review support plans in collaboration with the people we support to meet their individual needs both within the programme and out with.
- Developing life skills with those we support, including how to maximise income, involvement in meaningful activities, budgeting, shopping, cooking and any other skills that aid to independence.
- Advocating on behalf of the people we support.
- Assist the people we support with engaging and integrating into the local community and helping them to become active citizens.
- Utilising support plans to record and assess the progress of the people you are supporting.
- Having knowledge of other relevant programmes and signposting the people we support when required.

- Maintaining a safe environment for those we support, colleagues and others.
- Undertaking household duties to maintain the accommodation to a high standard.
- Planning, implementing and developing workshops or programme activities with those we support.
- Compiling and reviewing risk assessments for the people we support.
- Promoting involvement in the improvement and development of the programme from the people we support.
- Represent Right There to other agencies or programmes including Local Authority, Social Work, Housing Programmes and other relevant programmes
- Actively contribute to your programme and the organisation's development and improvement.
- Participate in team meetings.
- Attend and participate in training and share learning experiences.
- Engage in reflective practice.
- Feedback on the review of organisational policies & procedures and local guidelines.
- Promote and represent Right There programmes positively.
- Strive for continuous personal and professional development.
- Engage with any organisational initiatives or working groups such as NHS Healthy Working Lives, Investors in People, the LGBT Charter, etc.

What we expect from you

Our values make us who we are and define our actions and behaviours every day. We'd expect the post-holder to uphold and represent our organisation in a way that reflects our values and person-centred way of working.



What you can expect from us

We value our staff as our greatest asset and will provide the following working conditions:

- The post holder will report to the Senior Support Worker and through them to Service Manager.
- Your usual place of work will be 73-77 Old Perth Road, Inverness IV2
- You may be required to work from such other place as the organisation may reasonably require from time to time.
- Your normal working hours are an average of 31.5 waking + 1.75 sleep-ins per week. These hours will be worked between Monday to Sunday, in shifts which are defined by your line manager on a rolling rota, over a 52-week period. The rota will be available to you a minimum of one week in advance. You may be required to work different shift times, with reasonable notice, in agreement with your line manager.
- Annual leave entitlement of 234 hours holiday (equivalent to 6 weeks) pro rata per year in the first year rising to 312 hours (equivalent to 8 weeks) pro rata per year in the second. This includes public holidays
- All appointments are subject to a minimum of a 12-week probationary period
- You will be automatically enrolled into the People's Pension following successful completion of your probationary period, provided you meet the auto-enrolment criteria
- It is the nature of the work of Right There that tasks and responsibilities are, in many circumstances unpredictable and varied. All employees are, therefore, expected to work in a flexible way when the occasion arises.

Person Specification – Support Worker Highland Aftercare

Qualifications	Behaviour	Essential Knowledge
Qualifications	Knowledge of current relevant legislation and policies relating to housing and social care Knowledge of issues surrounding homelessness Experience of crisis work with vulnerable people	Qualified to SVQ level 3 H&SC or SCQF equivalent (or are willing to work towards)
		Desirable Knowledge
		Experience of working in a similar environment Understanding of the principles of working within a Psychologically Informed Environment (PIE)
Values and Competency	Behaviour	Essential Skills and Experience
Respect- Interpersonal Skills	Ability to create an environment which promotes co-operation, trust and open exchange of ideas Ability to work cooperatively with others as part of a team demonstrating commitment to group objectives A commitment to championing the rights of those we support	Ability to ensure the programme is delivered in accordance with corporate policy and Association objectives Skills and ability in effective time management and working to deadlines Ability to compile comprehensive reports as required Knowledge of local resources and programmes Flexibility with regards to working patterns
	Integrity- Leadership and Accountability Understanding and respecting the importance of confidentiality Ability to successfully manage own caseload Ability to work towards performance targets to achieve agreed outcomes	Ability to travel within agreed geographical area Ability to respond at short notice to crisis situations
Compassion- People Focus	Commitment to provide a culture of safety, fairness and inclusiveness. Ability to understand and consider the views, concerns and needs of others when taking action	

<p>Aspiration- Developing People and Programmes</p>	<p>Commitment to providing a culture where the people we support are treated with compassion and unconditional positive regard</p> <p>Ability to support and mentor colleagues as and when required</p> <p>Invests sustained effort in making a significant impact on programme development and improvement</p>	
<p>Reflection- Continuous Improvement</p>	<p>A commitment to our aim of continuous improvement and reflective practice in all areas of our work.</p> <p>Commitment to continuous personal and professional development</p>	