



Job Profile and Working for Stockport

Our Council

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

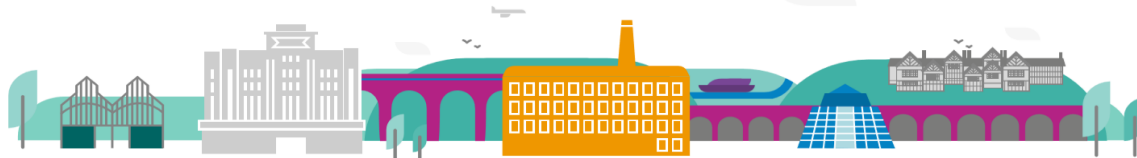
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





Ambitious Stockport, creating opportunities *for everyone*

About the Job

Role:	Home Support Worker
Service Area:	REaCH
Directorate:	Services to People – Adult Social Care
Salary Grade:	Scale 4 + 2 increments for working weekends and evenings. 35 hours (pro rata)

Main Purpose of the Job

The REaCH service places person centred care at the heart of everything we do, recognising the strengths of the Stockport residents who we support. The role of a Reablement Support Worker is to support people in their own home 365 days a year who are at risk of needing social care or an increased intensity of care to regain functioning, maintain life skills, rebuild their confidence, and promote wellbeing. The role also provides a stepping stone to independence, by supporting people to regain lost skills, learn new skills, and adapt to the challenges that living independently can present.

To provide social, therapy and nursing care to people, carrying out delegated personal care, reablement, therapy, clinical tasks and palliative care as identified in wellbeing and care plans

To adhere to health and social competencies devised by the registered Practitioner, as set out in the care plan

To work effectively in a team, offering support to colleagues

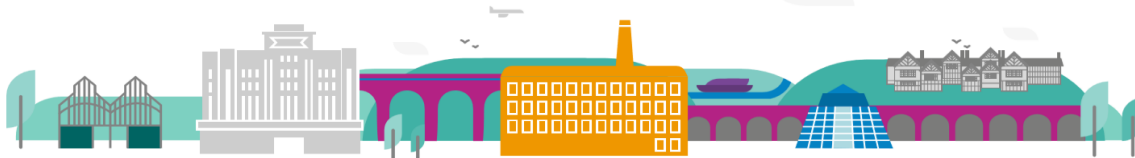
To promote the physical, mental and emotional health and wellbeing to individuals and carers

Communicate effectively with people and carers, recognising their needs for alternative methods of communication

To work independently, carrying out care and support under indirect supervision of a registered professional

Key Responsibilities

- To work within the multi-disciplinary integrated care teams that deliver community-based services to a GP Practice population, undertaking nursing, therapy and social care tasks within agreed parameters, delegated by the registered practitioners, as set out in a care plan.



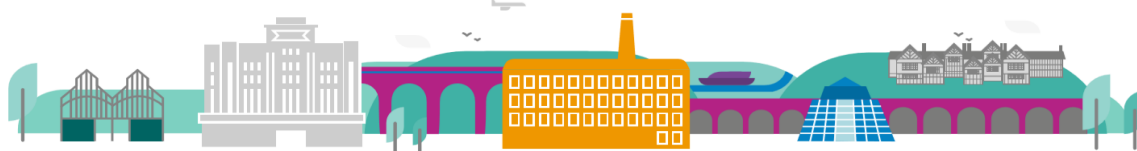
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- To undertake initial visit assessment and support people to create wellbeing Goals of Care plans which are personalised to them.
- To support people who may have complex health or social care issues or challenging behaviour; such as dementia, mental health issues, drug and alcohol issues, and people on the End of Life pathway; following an assessment of risk being undertaken by the registered professional. To highlight any further risks / concerns that you identify to the registered professional and discuss these with your line manager.
- To create a supportive and reabling environment where the service users can achieve maximum independence and/or regain previous levels of functioning.
- The job will include home visiting and lone working without direct supervision, therefore all successful applicant's appointment will be subject to satisfactory pre-employment clearances including a Disclosure and Barring Service check.
- The scope of the role will focus on supporting admission avoidance, early supported discharge and promotion of independence and assisting in the effective management of patients with long term conditions.
- Workload allocated by the Manager or registered professional, as set out in the care plan and the Senior Support Worker will adhere to a plan of care.
- Flexibility of working hours will be required to meet needs of the service.
- To assist in the on-going rehabilitation of people in their own homes under supervision/guidance of a multidisciplinary team.
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.



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About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Experience in meeting adults personal care needs, paid or unpaid.
- Experience of working with older people in their own homes.
- Experience of working closely with social care and health colleagues.
- Experience of working within a team
- Positive commitment to further training and self-development, including the desire to work towards completing the Care Certificate.
- Literate and numerate.
- Written/verbal communication skills.
- Ability to work alone within agreed timescales.
- Knowledge of discrimination in society.
- Awareness and commitment to anti-oppressive practice.
- NVQ Care/Promoting Independence (Level 3) (desirable not essential).
- Ability to work using own initiative and under direct supervision
- Maintain confidentiality/discretion.
- Demonstrates commitment to utilising the unique skills and abilities of individual colleagues and team members, taking account of their attitudes, beliefs and traditions in order to create a successful organisation.
- Full UK driver's license and have access to a car for work. 'Alternative arrangements will be made for disabled applicants'
- Understands and actively supports Stockport Council's diversity and equality policy.
- To meet Stockport Council's standard of attendance.
- A willingness to be flexible in a changing environment, including visiting different service users and varied work locations subject to the service need.