



Home and Community Worker

Scale point: 5 to 6 | Based in Kingston / Twickenham | Casual

About the service

Our vision for Achieving for Children is simple: by bringing together professional expertise and by putting children and young people at the heart of everything we do, we will be able to deliver improved outcomes for families and give children and young people the best start in life.

The Disabilities and SEN Service includes the following Business Units: Disabled Children; SEN; Educational Psychology; Sensory Impairment Service and Portage. The Disabled Children's service provides support for disabled children, young people and their families that have a range of needs including complex health needs, challenging behavior, communication needs and severe learning difficulties. Achieving for Children continually reviews its structure and business practices in order to provide the best possible services for children, young people and their families, in the most effective and efficient way.

About the role

The role of a Home and Community Support Worker is to be part of a group of workers providing practical care and support to children with a disability and their families. They promote children/ young people's and families well-being by providing families with a break from caring whilst at the same time the child is engaged in a valued, fun and supportive activity in the home or community based activities. They will communicate with the families in a professional manner to develop trust, gain an understanding of their child's needs and to inform them of their child's achievements during the session.

The care is provided in a manner that respects the child's / young person's individual needs and rights, promoting choice and independence according to the child/young person's ability. This could include all the child's personal care needs such as eating, dressing, toileting, bathing and the administration of medication. They will complete appropriate planning to ensure that the activity meets the needs of the child and any risks are minimised. They will comply with the child's behavior management plan, risk assessment and moving and handling plans as agreed by their line manager and the child's parent/carers. The post holder will safely support children in an environment suitable for their needs, take appropriate action in an emergency reporting incidents or any significant concerns identified whilst supporting a child or young person with a disability, including safeguarding concerns.

About you: our role specification

Qualifications

- NVQ3, QCF 3 or equivalent in relevant field is desirable

Skills and experience

- Experience of direct working with children/young people. Working with children with a disability in a health, education, social services or voluntary sector setting is desirable.
- Ability to work 1:1 and use your own initiative and to make use of advice /supervision.
- Willingness to support children/young people with complex needs, challenging behavior, health issues and who may require personal care.
- Ability to communicate effectively with a range of children, families and professionals.
- Ability to show awareness about issues relating to a range of disabilities.
- Ability to keep accurate records and maintain confidentiality.
- Demonstrate why health and safety are important in employment and service delivery.
- Demonstrate the skills required to effectively support children/young people with a disability.
- Ability to develop positive relationships with children/young people with a disability.
- Experience of addressing specific equality or diversity issues within your practice with colleagues/service users and taking action to solve them.

Personal attributes

- A passion for Achieving for Children's vision, mission and values (trust, value, respect) to support children and young people to live safe, happy, healthy and successful lives.
- Able to use a range of digital hardware or software to support your work effectively i.e. microsoft or Google software.
- Strong organisational abilities including: time management, creative-thinking, problem-solving and multitasking.
- Able to work flexibly and independently with limited management oversight.
- Personal determination, drive, energy and ambition to achieve challenging objectives, celebrate success and deliver excellent outcomes for children using a strength based approach.
- Commitment to resource-sharing and collaborative working within Achieving for Children and across organisational boundaries in the best interests of children and families.
- Good communication and interpersonal skills that are open, honest, persuasive and pragmatic, including excellent negotiation and influencing skills.

The post holder will be expected to undertake other duties commensurate with the grade of the post, including deputising or working flexibly across the week to meet the business demands. This job profile is provided for guidance only.

Version_0.2_January 2021