

Area 51 Education Job Description

Post Title:	Personal Care Supporter
Hours:	Either 10.00 – 2.30 OR 12.00 – 3.00 Mon-Fri
Salary:	£9.75 per hour
Reports to:	Post-College Manager

Job purpose:

You will be required to support young people with learning and physical disabilities to manage aspects of their personal care with sensitivity, dignity and as much independence as possible. Primarily, you will support our young people with intimate personal care tasks (such as changing incontinence pads or using the toilet); however, you may also be required to support our young people to eat and drink safely or change their clothing.

Job objectives:

Providing intimate personal care:

1. Be able to work on your own or with another staff member to carry out personal care for a number of clients every day, according to their individual needs.
2. Have good communication skills that you use effectively with colleagues and clients, taking into consideration different languages spoken and the need to use alternative communication strategies for clients who are unable to speak, hear or understand complex language.
3. Be able to follow support plans for each individual young person, recognising that each person has individual needs and strengths, communication styles and support preferences and adapting own approach to match these for each client.
4. Have a good understanding of how to safely move and handle people
 - a. On a changing bed / plinth who have difficulties with movement either because of a physical disability or a learning disability, demonstrating awareness of joint problems, personal control and dignity for the client at all times.
 - b. On a mobile hoist, over short distances.
5. Demonstrate exceptional awareness of hygiene whilst supporting clients and be aware of the risks of cross-infection and how to address these.

6. Be physically fit and healthy enough to carry out the physically demanding duties of this role.
7. Be able to follow written support plans to correctly support clients to eat, drink or move safely.

General Duties:

8. Attend staff meetings when required, and liaise with other professionals as required or reasonably requested.
9. To identify and undertake any training and professional development relevant to the efficient delivery of any of the above duties, and to share excellent practice with other staff.
10. Be able to record basic information in line with the organisation's recording and reporting procedures, particularly in regard to recording personal care support given and reporting any health, safety or safeguarding concerns to the Duty manager.
11. To carry out his/her duties and responsibilities at all times with due regard to the College's Equality and Diversity, Health & Safety, and Safeguarding Policies.
12. Undertake any other such duties as might reasonably be requested.

Name:

Date:

Signature:

(Employee)

(on behalf of Area 51 Education)

Person Specification - Learning Support Worker

Criteria:	Essential / Desirable	Assessed at	Weighting
Knowledge and Experience: Experience of working with adults or young adults with learning difficulties	E	A, I	5
NVQ Level 2 or higher qualification in Social Care	D	A	5
An understanding of how different disabilities can affect a learner's ability to take part or contribute to activities.	D	I, P	4
A vocational qualification relevant to working with adults with profound and severe learning difficulties, e.g. Makaton Signing.	D	A	4
An understanding of health and safety in the workplace, including issues specific to young people with learning difficulties.	E	A, I, P	5
Personal Characteristics: Ability to inspire and motivate others	E	A, I, P	5
Good oral and written communication skills	E	A, I	4
Good ICT skills	D	A	4
Ability to work as part of a team	E	A, I, P	5
Capacity to remain calm under pressure	E	A, I, P	5
Ability to made decisions / act on own initiative within organisational guidelines	E	A, I	4
A willingness to get involved and get messy	E	I, P	4
Ability to respond positively to change.	E	A, I	5
Empathy with the challenges that may accompany a young person with a learning difficulty.	E	I, P	5