



Job Description - Learning Support Worker

Responsible to: House Managers and Tutors

Responsible for: N/A

Job purpose: To work with Tutors and House Managers to support person-centred planning and progression through a 24-hour curriculum and total communication environment ensuring individuals' education and training needs are met and life chances enhanced.

Key responsibilities:

Main

1. Attend team meetings within designated house(s) and service user meetings, and take action on any outcomes in the absence of the House Manager / Assistant House Manager.
2. Ensure familiarity with the inspectoral frameworks of Care Inspectorate Wales (CIW), Estyn, and the National Autistic Society (NAS) and to represent the organisation at inspections.
3. Promote equality and diversity across the organisation.
4. Ensure that service user care and welfare needs are assessed and met.
5. Undertake a key working role as laid out by the Organisations / CIW policies and procedures.
6. Attend parents' weekends as required.
7. Review and update care plans, risk assessments, behaviour support plans or any other documentation relevant to the service users.
8. Ensure that all documentation regarding day to day management of the care home is updated and in place in relation to CIW and National Minimum Standards.
9. Administration of medication in accordance with the organisations' / CIW policies and procedures.
10. Supervise volunteers.
11. Liaise with agencies and stakeholders involved with residents and learners to ensure the provision of integrated services.
12. Ensure all safeguarding / protection requirements are adhered to and met, notifying line managers of any suspected safeguard issues.
13. Carry out all personal care tasks in a way that demonstrates respect for privacy, dignity and value of all service users in line with support plans.
14. Support all young adults in meeting the challenges they face because of their learning difficulties, disabilities and where relevant, autism.
15. Undertake a variety of domestic tasks with and around the residential houses.
16. Record financial expenditure of services users in line with the organisations policies and procedures.
17. Undertake sleep-ins as required. Under normal circumstances this is expected to be one per week.

18. Work with people that display challenging behaviour, ensuring their safety, your own at that of others.
19. Ensure familiarity with all key relevant documentation relating to individuals' care, education and training needs. This includes Care Plans, Risk Assessments, Support Plans, Individual Learning Programmes (ILP's), Destination Plans, Education and Health Care Plans (EHCPs) and Individual Development Plans (IDPs).
20. Understand individuals' education and training targets and participate in session planning, evaluation, and progress recording.
21. Participate in requisite training and professional development including safeguarding, total communication and participation in professional learning communities.

General

1. Work according to the policies and guidelines of the organisation.
2. Commitment to continuous professional development (CPD).
3. Improve your own understanding of the values that underpin the work in the organisation by attending relevant induction and training.
4. Respect confidentiality at all times.
5. Through personal example demonstrate commitment to equality and diversity ensuring equality of access and treatment for all.
6. There will be times when you may be required to undertake additional tasks, duties and responsibilities within your capabilities and may be asked to undertake an alternative job on a temporary basis. However, you will not ordinarily be assigned to duties or required to perform services which you cannot reasonably perform or are outside the range of your normal skills and experience.

This job description is intended to provide guidance on the range of duties associated with the post. It is not intended to provide a full and exclusive definition of the post. It may be subject to modification and amendment from time to time and the post holder may be required to undertake additional duties as required.

Line Manager Signature: Date:

Employee Signature: Date:

Person Specification - Learning Support Worker

Requirement	Essential or Desirable?	How Assessed?
<p>Knowledge & Understanding:</p> <p>A good understanding of the challenges facing young people with learning difficulties, disabilities and autism.</p> <p>Awareness of Health & Safety and safeguarding.</p> <p>Full clean driving licence</p> <p>Experience in working with people with learning difficulties and disabilities.</p> <p>Relevant qualifications in supporting young people in education and/or care (NVQ or equivalent).</p> <p>QCF Level 2 Health and Social Care</p> <p>Experience of working in a similar role.</p> <p>Knowledge of CIW regulations</p> <p>Knowledge National Minimum standards</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p> <p>Desirable</p>	<p>Application & Interview</p> <p>Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p> <p>Application & Interview</p>
<p>Skills & Abilities:</p> <p>Excellent interpersonal skills.</p> <p>Excellent communication skills.</p> <p>Good planning skills.</p> <p>Good organisational skills.</p> <p>Good IT skills.</p> <p>Ability to work effectively with people with learning difficulties and disabilities, including emotional and behavioural difficulties and challenging behaviour.</p> <p>Ability to prioritise workload and meet strict deadlines.</p> <p>Ability to work independently and as part of a team.</p> <p>Ability to support individuals with personal care needs</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Application & Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>
<p>Personal Attributes:</p> <p>Sensitive to service users' needs and abilities.</p> <p>Self-motivated.</p> <p>Creative and innovative.</p> <p>Commitment to personal development.</p> <p>Flexible in approach.</p> <p>Reliable.</p> <p>Honest.</p>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Interview</p> <p>Reference & Interview</p> <p>Reference</p>