CREATING
COMMUNITIES
TOGETHER

SOUTHERN
HOUSING

Care Worker, Byrnhill Grove, Ventnor, Isle of Wight

Our vision is to create communities where everyone has a safe home in a place where they're proud to live. We're big and we're local. Residents are at the heart of all we and we use our size to influence positive change in the areas where we operate.

It's also about living our values which are at the **HEART** of what we do. All colleagues are expected to demonstrate a commitment to our values through their behaviours, actions and words on a daily basis. As a valued member of the Southern Housing Team, you'll embrace our Values to inspire others as well as yourself to be

- **H**onest
- **E**fficient
- **A**ccountable
- **R**espectful
- **T**rusted

You'll demonstrate our HEART values in your behaviours. You'll:

- Be authentic, open and transparent in your actions and words
- Believe that by working together we accomplish more, and work hard every day to improve services, efficiency and value for money.
- Take responsibility for delivering excellence and own your own actions.
- Embrace difference, and put our residents, colleagues and our partners are at the heart of all you do.
- Do what you say you will and be relied upon to keep your promises.

And, of course, show commitment to our approach to Equality Diversity & Inclusion, Health & Safety, Compliance and Code of Conduct policies and practices within Southern Housing.

The role

You will work as part of the team providing person centred care & support to residents living at Byrnhill Grove, our Registered Care Home in Ventnor.

You will promote residents independence, safety, health and wellbeing demonstrating the core values of the organisation.

You will work as part of a rota covering nights – generally a 12-hour shift 8pm-8am. You must be physically able to undertake manual handling and you will be subject to an enhanced Disclosure & Barring Services check.

You may be required to be on the On-Call rota.

This role is subject to the Health and Social Care Act 2008 (Regulated activities).

You will report to Senior Care Worker.

Southern Housing Limited a charitable housing association and registered society No. .
Southern Home Ownership Limited a registered society No. 18521R.
Southern Space Limited company registration No. 5437850.
Southern Development Services Limited company registration No. 5400187.
All registered in England with registered office at Fleet House, 59-61 Clerkenwell Road, London EC1M 5LA.

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The location

You will be based at our care home in Ventnor, Isle of Wight

What you'll be doing:

Residents' Care

- Provide care to residents as identified in their person-centred care plan. This may include helping residents to wash, dress, helping someone to eat, manual handling, using a hoist, supporting with administration of medication and "end of life" care
- Deliver care in a way which promotes independence, rights, choices and inclusion in the residents' home and wider community
- Follow the requirements and regulations outlined by the Care Quality Commission, ensuring residents' have an up-to-date care plan which reflects the needs and wishes of each person
- Undertake key-working (one-to-one) duties, as required
- Maintain and develop professional relationships
- Provide assistance with the security of the resident's home, and provide support with maintaining a safe and comfortable environment
- Follow health and safety policies and procedures at all times, including food hygiene, manual handling, infection control and safe administration of medication
- Summon professional assistance in the case of an emergency
- Maintain confidentiality and work within Code of Conduct

Training/Good Practice

- Attend learning and development sessions in accordance with mandatory requirements for the service
- Keep up to date with current practice within the service area
- Keep up to date with policies and procedures for the service

Safeguarding

- Follow all steps outlined in individual and environmental risk assessments, as appropriate
- Follow the Local Authority Adult and children Safeguarding Procedure in conjunction with SHG policies and procedures

Scheme Administration

- Ensure residents records are maintained with accurate, up-to-date, necessary information
- Complete report forms for incidents, accidents and near misses
- Maintain accurate and up-to-date personal records on each resident
- Maintain accurate medication records and report medication errors

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What you'll need:

Skills, knowledge, experience and abilities

Essential:

- No experience necessary – full training and guidance will be given
- You will need to have good written and verbal communication skills
- You will need to demonstrate empathy, compassion and patience
- You will need to be able to adapt to working environments
- You will have a keenness to make a positive contribution to improving the quality of life for people with care needs
- You will need to have the ability to act calmly in emergencies and respond in a professional manner to stressful and challenging behaviour
- You will need to be well motivated self-starter, with a flexible approach to work
- You will need to be able to work as part of a team
- You will need good literacy and numeracy skills

Desirable:

- Health and safety awareness
- Awareness of local services
- An understanding of the requirements of the Care Quality Commission

Qualifications/professional development

Essential:

- You will need a willingness and ability to train towards an NVQ 2 in Care
- You will need to hold at least 5 GCSE passes at grade "C" or above (or equivalent, Grade 9-5) including Maths and English
- You will need the willingness and ability to obtain underpinning knowledge required to perform the duties of the role

Desirable:

- NVQ Level 2 in Care (or equivalent qualification)
- Basic first aid skills
- Basic food hygiene
- Moving and handling awareness

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