

**SERVICES FOR INDEPENDENT LIVING (SIL)**  
**JOB DESCRIPTION**



**Job Title:** Support Worker (ILH)

**Reports to:** Team Leader

**Location:** Herefordshire

**Hours:** Various

**Salary:** £11.00 per hour

Services for Independent Living (SIL) is a charity set up 25 years ago with a mission to offer high quality care sector services for people with disabilities. We provide services that support people to lead an independent life within their own home and community. Our vision is, to enable people affected by disabilities to exercise choice and control, to live independent lives, and to actively participate in society.

**Main Purpose:**

To provide support to disabled people in order to rehabilitate / maintain and maximise their independence in their homes and communities.

**Responsibility Areas:**

- To assist disabled people to plan their desired outcomes and facilitate the implementation of their plans.
- Reporting to a Team Leader to work collaboratively with individuals to meet the support needs of disabled people.
- Provide consistent support to an individual / individuals as part of a regular team. You may be required to provide occasional support across the wider service user group to enable SIL to meet its commitments.
- Engage proactively with the support planning process, assisting individual to achieve their desired outcomes, continuously identify and work towards new ones.
- Encourage and support the service user to participate in all decisions relating to every aspect of their life, adhering to the principles of the Mental Capacity Act 2005.
- Assist service users to maintain their accommodation and assist with all tasks that support independent living.
- Assist service users with personal care with sensitivity and respect for their dignity and cultural wishes.
- Follow guidance contained within the service users support plan in relation to the prevention and control of infections.
- To assist service users where appropriate, to manage their resources, recording financial transactions in line with the agreed support plan.
- To act responsibly in the utilisation of any organisational resources, including time.

- With due regard to data protection to complete, file and communicate relevant and accurate records.
- To promote a positive image of the organisation, both through work carried out and the representation of the organisation outside work.
- Support, as part of a rota'd team, over a 7-day week.
- To maintain appropriate relationships of trust with service users and their carers.
- Take responsibility for managing own time, working in partnership with Team Leaders to consistently plan work, and utilise contracted hours.
- Help service users to maintain contacts, be members of their communities and support activities opportunities agreed in their support plan.
- Ability to be flexible according to service users needs.

#### Learning and Development

- Complete any mandatory training.
- Attend relevant training courses to support the role.
- Prepare and attend regular supervisions and identify personal training requirements.

#### Person Specification

##### Essential

- Confident approach.
- Good interpersonal skills.
- Ability to use initiative, lone work and work as part of a team.
- GCSE Grade C or equivalent in English/Maths.
- Hold a valid driving licence.

##### Desirable

- Diploma in Level 2 Health and Social Care.
- Previous experience in Social Care.

This post is conditional to an Enhanced and Barring Service (DBS) Check.

The job description above is an outline of the role and responsibilities. There may be times, due to the needs of the organisation, where we ask you to work flexibly and undertake other duties, consistent with your role and salary, including project work, internal job rotation and absence cover.

The post holder must show clear commitment to **SIL guiding principles**:

- Partnership
- Respect
- Innovation
- Diversity
- Equality
- Strength-based

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Registered Charity No: 1099020