**Urban-Care**





Urban-Care is committed to enabling independence of young people and adults via creative and flexible care planning. Our service supports vulnerable young people and adults whom cannot remain within their family home and or are looking to develop their independence, we do this via our semi-independent homes and bespoke outreach services. We recognise all young people are different and in this sense their support needs vary too. Urban-Care via our extensive knowledge of Local Authority Specialist Children’s Services will tailor packages of support for the individual young person and adult ensuring the very best chance of success.



The exciting and dynamic role of a support worker within this organisation will enhance and enrich the lives of young people and vulnerable adults. Your role will be working within one of our Semi-independent homes or within our outreach programme supporting individuals in their own homes. Working directly with young people and adults, you will be pivotal to their success, you will support all areas of their lives meaning no two days will be the same. Our clients will have bespoke packages of care and support, you will be working from clear and robust pathway plans that will evidence the progress you are enabling.

The flexibility within our service provided to young people and adults is service wide as we are requiring support workers to work a range of shifts from sleep in only to 24 hour support.

You will be accountable to your line manager, and be supervised by an experienced social worker.



Working with vulnerable young people and adults your working requirements are subject to change at short notice, and you will need to be flexible. You will need to be able and willing to work varying shifts, including sleep-ins as required. You will need to be accommodating to short notice requests for shifts and to be on call for periods of time.

Urban-Care is dedicated to improving outcomes for young people and adults placed with us by a range of Local Authorities, it is an expectation you will be able to articulately reflect the work you undertake on the clients written files.

Owing to the range of service offered by Urban-Care you will need to be confident working alone with one or more young people.



This role is subject to enhanced DBS checks, all job offers are subject to successful DBS checks. It is an expectation that all cautions and convictions spent or pending will be disclosed within the application process, failure to do so may result in the withdrawal of any employment offer.



**These responsibilities should be taken as an overall guide and are not meant to be restricted to.**

* Maintain and model appropriate behaviour in line with Urban-Care’s Anti-Discriminatory policy at all times.
* Contribution to the development of the young people’s independence through the provision of a healthy lifestyle, a variety of stimulating activities and a consistent and caring adult model.
* Be sensitive to the needs of individual young people, taking account of race, culture, language, and religion.
* Contribute to care planning, participating in reviews and other meetings as required, and to assist in the implementation of care plans.
* To provide for the young people’s physical needs as necessary, for example by cooking, washing, ironing, shopping, budgeting, or by enabling the purchase of household items.
* To ensure that every young person is treated fairly and as an individual entitled to respect and dignity.
* To act as a member of the staff team, supporting colleagues and being prepared to receive support as necessary.
* To share in the practical activities necessary to maintain a home

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| **Criteria** | **Essential or Desirable** | **Method of assessment**  |
| Good written and verbal communication skills | E | Application and interview |
| Basic Computer skills  | D | Application and Interview |
| Awareness of Equal Opportunities and Anti Discriminatory practice  | D | Interview |
| Awareness of child development, drug and alcohol use, youth justice/criminal justice, mental health and learning disabilities. | D | Interview |
| Understanding of the role of support worker  | E | Application and Interview |
| Understanding of confidentiality  | E | Application and Interview |
| Awareness of Children in Care procedures  | D | Application and Interview |
| Energetic, enthusiastic and motivated | E | Interview |
| Good interpersonal/social skills | E | Interview |
| Assertive and confident | E | Interview |
| Empathetic  | E | Interview |
| Non-judgemental  | E | Interview |
| Commitment  | E | Interview |
| Relate honestly to young people | E | Application and Interview |
| Good role model to young people | E | Application and Interview |
| Punctual and reliable | E | Application and Interview |
| Ability to maintain boundaries | E | Application and Interview |
| Committed to professional development and learning | E | Application and Interview |
| Able to use own initiative | E | Application and Interview |
| Innovative and creative | E | Application and Interview |
| Full health declaration | E | Application and Interview |
| **Education, Training and Qualification** |  |  |
| Full Education and Qualification history | E | Application and Interview  |
| Minimum GCSE English & Maths or equivalent | D | Application and Interview |
| Have or be working towards an NVQ level 3 Caring for Children & Young People or Level 3 Children & Young People’s Workforce Diploma  | D | Application and Interview |
| Commitment to continued professional development. | E | Interview |
| Full Employment History | E | Application and Interview  |
| Experience of working with young people and vulnerable adults. | D | Application and Interview |
| Full Driving Licence with Business insurance  | D | Application  |
| Flexible (travel/shift work) | E | Application and Interview |
| Able to work alone without direction | E | Application and Interview |