



The Richmond Fellowship  
Scotland

## Role Profile

<b>Job Title:</b> Support Practitioner
<b>Reporting to:</b> Senior Support Worker
<b>Salary:</b> £18,252 per annum (Sleepover allowance paid at current local rate. An enhancement will be made for On Call)
<b>Hours:</b> Full time – 39 hours per week with Sleepover and On Call as required
<b>Purpose of the Post:</b> The Support Practitioner will, as appropriate, provide direct supports to individuals within their communities. The Support Practitioner will have responsibility for ensuring that individuals receive support provision aimed at maximising independence and choice. It is therefore the essential that Support Practitioners fully understand the nature of each individual's abilities and support needs as well as their preferences and choices.  The Support Practitioner role may include but not be limited to: <ul style="list-style-type: none"><li>Assisting individuals with personal care and hygiene</li><li>Household management tasks</li><li>Working with individuals who can display challenging behaviour</li><li>Work with individuals who may have been through the criminal justice system</li><li>Accompanying individuals who have religious beliefs that may differ from your own</li><li>Working with individuals who smoke; including indoors in a smoking environment</li><li>Lone working<ul style="list-style-type: none"><li>Working various shift patterns including evenings, nights, weekends and public holidays (including Christmas and New Year).</li></ul></li></ul>
<b>Key Responsibilities:</b>  <b>Development of Support Plans</b> Support Practitioners will act as supported individuals key workers and will contribute to the development and maintenance of Support Plans. Support Plans and other written records must be maintained as directed by local management.  <b>Delivery of Support</b> All support provision should comply with the individuals Support Plan and be designed to deliver positive outcomes for the individual. Support Practitioners have a responsibility for ensuring they fully understand and are able to deliver support appropriate to the individual.  <b>Protection of Vulnerable Groups</b>

Support Practitioners, in common with all TRFS staff, have a duty to protect supported individuals from abuse and to report any concerns immediately to their supervisor or other management. All staff have a duty to ensure they comply with requirements under the Protection of Vulnerable Groups (Scotland) Act 2007.

**Communication**

Support Practitioners are responsible for effectively communicating relevant information to their Senior Support Worker and/or other members of the support team regarding any changes in the individuals support needs

**Compliance with TRFS Policies and Procedures**

Staff should familiarise themselves with the organisations policies and procedures and work within the TRFS policy framework, including Health and Safety, Equal Opportunities, Discipline and Confidentiality

**Personal Development**

Support Practitioners should demonstrate a commitment to continuous personal development and learning.

**Scottish Social Services Council (SSSC)**

All employees will be expected to comply with the SSSC Code of Conduct and ensure they apply for and maintain their registration with the SSSC at the appropriate time, as specified by the SSSC

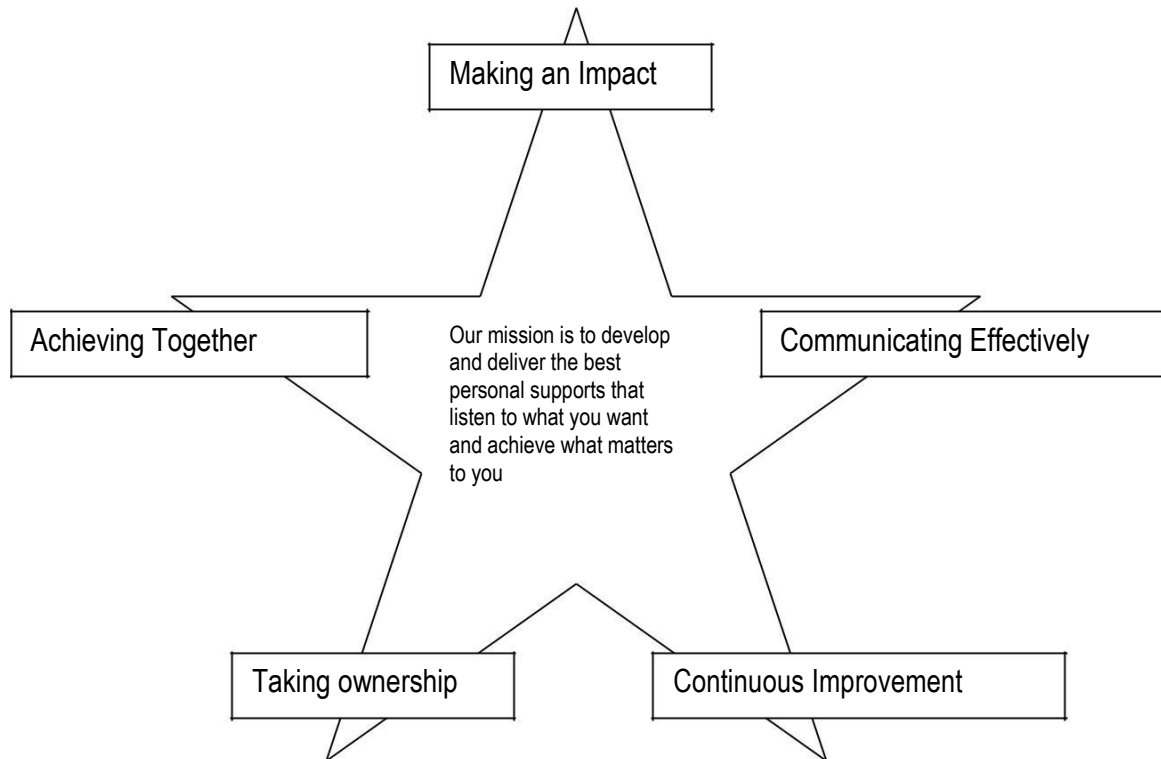
**Competency Framework - Level 1**

Competence in a range of varied work activities in a variety of contexts. Most of the activities are non-complex or routine, but may consist of some specialist or technical activities. There is some individual responsibility or autonomy, but usually work is supervised and controlled by another. Working with others, perhaps through membership of a work group or team, may often be a requirement.

### PERSON SPECIFICATION

Attributes	Essential	Desirable
Experience		Relevant experience in a related field or personal experience
Education, Qualifications and Training	SVQ 2 in Care, or completion within a specified period of time	
Value Base	<p>A belief in inclusion, evidenced through work practice or personal experience</p> <p>A desire to ensure people supported are at the heart of decision making</p> <p>Commitment to the principles and practices of continuous improvement</p>	
Skills, abilities and knowledge	<p>Good personal organisation skills</p> <p>Able to contribute to written records</p> <p>Ability to reflect on practice</p>	
Interpersonal and Social Skills	<p>Good verbal and non verbal communication skills</p> <p>Observe standards of dress appropriate to the post</p> <p>Honest, reliable and sensitive to the needs of others</p>	Able to represent the needs and interests of those supported to key people.

## TRFS COMPETENCY FRAMEWORK



### **Communicating Effectively**

Communicates using appropriate methods to a range of audiences, internally and externally, in different situations with different levels of knowledge and expertise

### **Making an Impact**

Makes a positive impression, has presence, with the ability to engage and interact with others

### **Achieving Together**

Enables and works effectively with individuals and teams to achieve planned outcomes, demonstrating high levels of trust and openness

### **Taking Ownership**

Assumes personal responsibility for the areas of work they are involved in.

### **Continuous Improvement**

Proactively seeks and implements opportunities for improvement which add value.

**I understand and agree to work to the terms as indicated on this job description**

**Name (Print)** .....

**Dated** .....

**Signature** .....

**Please return a copy of your signed job description for your personnel file**