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| **Values-Based Personal Qualities** |

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| Job Title: | Carer |
| Reports to: | Senior Carer/Nurse |
| Job Overview:(Note: In addition to these functions employees are required to carry out such duties as may reasonably be required) | * To provide care in accordance with best practice and legislative requirements, reflecting policies and procedures and agreed standards under the direction of the Senior Carer/Nurse
* To support and enable Residents to maintain skills and personal interests whilst delivering person-centred care unique to each individual
* To maintain skills at a current level, undertake such training and development as required from time-to-time to maintain and progress knowledge
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| Location: | The British Home, but you may be required to work from other locations at the discretion of the company and with appropriate notice. |
| Working Hours: | 5 days over 7-day period, with varying shift patterns as agreed with the manager. |

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| **Responsibilities and Duties of the Job** |

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| Role Specific Duties: | * Ensure Residents are at the heart of care delivery and their wishes and preferences enhance their wellbeing
* To contribute to the efficient running of the service
* Support Residents to maintain their relationships and connections with the local community
* Ensure Care Plans and other information about how to support Residents are followed
* Be responsible for informing the Senior Carer/Nurse of any changes in the needs of Residents
* Be responsible for promoting and safeguarding the welfare of those individuals they support
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| Working with Others: | * Develop effective working relationships with other employees within The British Home
* Work in cooperation with members of the multi-disciplinary teams to maximise opportunities for Residents
* If desired by the Resident, maintain and develop relationships with family, friends and other people important in their life
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| Leading by Example: | * Seek opportunities for personal and professional growth
* Be a role model for other carers and be an ambassador for the service
* Be professional, polite and reasonable at all times
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| Personal Responsibilities: | * Knowledge of, and work within, the Fundamental Standards
* Understand the regulatory framework that governs the service, including the role of CQC and their requirements
* Commit to achieving the relevant qualifications commensurate with the role
* Attend statutory training and any other training as directed by management
* Understand and follow all policies and procedures relevant to the role
* Be open to learning opportunities
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**Person Specification**

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| **Specific Requirement for Qualifications** | **Essential** | **Desirable** |
| Good English - Written and verbal |  Yes  | No  |  Yes  | No  |
| RQF qualifications in Social Care |  Yes  | No  |  Yes  | No  |

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| **Specific Requirement for Skills** | **Essential** | **Desirable** |
| **Proficient Written Skills*** Maintain all Care Plans/care records in accordance with The British Home policy
 |  Yes  | No  |  Yes  | No  |
| **Leadership Skills*** Ability to induct and orientate new employees to the job role and service
* Provide Residents with support/assistance as they accomplish daily tasks, including bathing, eating, dressing, grooming and using the bathroom
* Communicate any problems, concerns or changes to Residents’ family members as needed
 |  Yes  | No  |  Yes  | No  |
| **Communication Skills*** Carers must build rapport with Residents by establishing personal connections and showing interest in their lives
* Carers must be able to communicate effectively with Residents
* Carers must have the communication skills to inform colleagues, management and professionals about the needs of Residents
 |  Yes  | No  |  Yes  | No  |
| **Problem-Solving Skills*** Carers need to be able to adapt and address situations quickly
* Plan, develop, implement and assess approaches to promote health and well-being, whilst recognising and reporting situations where there might be a need for protection
 |  Yes  | No  |  Yes  | No  |

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| **Specific Requirement for Previous Experience** | **Essential** | **Desirable** |
| Previous experience of working in similar environment |  Yes No  |  Yes No  |
| Previous experience of working in similar role |  Yes No  |  Yes No  |
| Experience of working with Residents, in particular, those that may have additional support needs |  Yes No  |  Yes No  |

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| **Area** |  **Specific Requirement** |
| **Individual** | * Involve residents, families, external agencies and colleagues
* Speak up when things go wrong
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| **Rehabilitation** | * Understand person-centred care and can demonstrate treating people as individuals and respecting choices
* Promoting independence and encouraging appropriate risk taking
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| **Integrity , Diversity, Openness and Honesty** | * Ensuring no one is discriminated or excluded
* Understand human rights and Impact on care delivery
* Facilitating people to ‘speak up’ about concerns and acting upon them
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| **Talent & Energy** | * Striving for quality in everything we do recognising and understanding what quality in care means for people using this service
* Being accepting on criticism and focusing on improving
* Being open to new opportunities for learning and identifying the limits of skill and knowledge
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| **Heart of their Care** | * Treating people with kindness
* Understanding the importance of empathy in all areas of employment
* Understanding the values of others and always providing a caring service
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| **Highest Standards** | * Focus on how thing could be done better and sharing ideas
* Understanding wellbeing and what is important to people using this service
* Improving outcomes for people
* Ensuring appropriate services are provided for people using the services
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