|  |
| --- |
| **Values-Based Personal Qualities** |

|  |  |
| --- | --- |
| 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 |
| 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. |

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

|  |  |
| --- | --- |
| 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 |
| 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 |
| 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 |
| 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 |

**Person Specification**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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 |

|  |  |  |
| --- | --- | --- |
| **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 |

|  |
| --- |
| **Values-Based Personal Qualities** |

|  |  |
| --- | --- |
| **Area** | **Specific Requirement** |
| **Individual** | * Involve residents, families, external agencies and colleagues * Speak up when things go wrong |
| **Rehabilitation** | * Understand person-centred care and can demonstrate treating people as individuals and respecting choices * Promoting independence and encouraging appropriate risk taking |
| **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 |
| **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 |
| **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 |
| **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 |