**Support Worker**

Are you passionate about supporting Adults with learning disabilities on a daily basis ?

Do you want to work in a company rated ‘’Good’’ by the CQC?

Have you ever wanted to work with a company that is truly making a difference to people's lives?

The culture in our homes is one of positivity, energy, optimism and motivation. You will be responsible for the protection of our residents and be a positive role model, inspiring our residents in all aspects of their lives. You will build a positive and appropriate relationship which shows resilience, focusing on positive outcomes for our residents both socially and professionally.

**Who we are:**

**JM Care** is a supported living/domiciliary care provider that delivers high quality support and care to service users living in their own homes. We work in close cooperation with each individual, as well as social workers, medical professionals, commissioners and any involved relatives. Our aim is to help our service users live safe, happy and fulfilled lives in the local community.

We truly believe the success of any supported living company depends very largely on the employees themselves, and we will do everything in our nature to play our part in making our employees feel comfortable, fulfilled and have everything they need to complete their jobs efficiently.

We provide equal opportunities and are committed to the principles of equality regardless of race, creed, colour, nationality, sex or disability. We will apply employment policies, which are fair, equitable and consistent with the skills and abilities of our employee and the needs of the company. You have a day to day duty to assist us in implementing these policies to ensure that all employees are accorded equal opportunities for recruitment, training and promotion. All employees are on equal terms and conditions of employment act and Equal Opportunity Act.

**Who you are:**

To be a Support Worker at JM care Full training will be given; however, the following are essential:

* Ability to motivate others and build confidence
* Ability to work on your own initiative and also be a great team player
* Practical, adaptable and organised
* Have interests and skills that they are willing to share and get others involved
* Knowledge of multi sensory impairments / learning difficulties is beneficial.

**What you will be doing:**

* Provide personal support to tenants.
* Provide emotional and psychological support to the tenants.
* Be polite and well-mannered with the tenants, families, visitors and other peers.
* Never challenge or confront any tenants.
* Never try to change tenant’s beliefs, principles and views.
* Treat each person as an individual and make him feel that he is important.
* Provide sense of comfort, safety and security.
* Carry out such domestic duties as directed.
* Encourage and promote cleaning tidying up tenant’s room, take pride on their personal belongings.
* Encourage tenants to do their domestic chores with support. Encourage tenants on the preparation of their food, drink, promote choice of good nutritional values.
* Deliver a person-centered support to tenants.
* Do not provide a stereo type service of support.
* Share in the completion of domestic tasks to assist in the overall running of the company. Share responsibility for shopping and preparing meals, and ensuring environmental hygiene is met through the completion of required cleaning tasks. These should not be done in isolation but should involve tenants.
* Work in a team, contributing to effective team working and participating in reviews of service delivery standards.
* Make Visitors feel welcome. Provide refreshments/assistance as and when required.
* Promote and ensure the good reputation of the company.
* Ensure that all information of confidential nature gained in the course of duty is not divulged to third parties.
* Notify the Company Manager, or the Person in Charge, as soon as possible of your inability to report for duty, and also on your return to work from all periods of absence.
* Ensure the security of the premises is maintained at all times.
* Adhere to all Company policies and procedures within the defined timescales.
* Ensure all equipment is clean and well maintained.
* Carry out any other tasks that may be reasonably assigned to you.
* Follow all regulations particularly Health & Safety, Fire, Manual Handling, etc.
* Carry out all tasks carefully and accurately.
* Support Workers to participate on all training.

**What we can offer:**

* Being part of a progressive, professional and friendly team that values their staff.
* Fully comprehensive training
* Career progression.
* Health and well-being support

**The Process:**

You join us on an initial probationary period of three months, this does not prejudice our right to dismiss in accordance with the notice provisions contained in your individual Statement of Main Terms of Employment, or without notice for reasons of gross misconduct, should this be necessary. During this period your work performance and general suitability will be assessed and, if it is satisfactory, your employment will continue.

At the end of your probationary period you will again be assessed and, if satisfactory, you will become a member of our regular staff. If you have not reached the required standard as set out by the company or required by statute or regulation we may either extend the probationary period in order that remedial action can be taken, or terminate your employment.