

Building homes,
independence
and aspirations



Job Profile

Job Title	Reablement Worker
Reports to (job title)	TBC
Job Reference No.	HOMEJD731

The job in a **nutshell...**

You'll work in partnership with our customers with a range of support needs, including dementia and frailty. You'll work in a person-centered and reablement focused way to deliver personal care, supporting customers to maintain or regain their independence to carry out everyday activities for themselves.

What **success** will look like...

Personal care is delivered in a person centred and reablement focused way, which ensures the customers preferences needs and aspirations are met as outlined in their support plans.

Customers are empowered to maintain/regain their independence and have as much control as possible in activities relating to their personal care. This will be through supporting and empowering them to carry out a range of personal care activities, including bathing, toileting and dressing.

Safety and wellbeing of customers is ensured through positive risk management including identifying changes or deterioration in their health and which is escalated appropriately to the relevant colleague or healthcare professional.

Customers are leading purposeful and meaningful lives through regular interaction with their families, other customers and the wider community. They will be involved in a range of events, both internally and externally, with reduced social isolation and improved wellbeing.

Customers receive the best care and holistic support through understanding the bigger picture and working collaboratively other colleagues and external organisations.

Regular building and safety checks are maintained that ensure the safety of our customers and colleagues, and comply with Home Group policy, procedure and CQC Regulations.

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An inclusive, open and vibrant environment is facilitated which promotes psychological wellbeing as well as taking account of our customer's and the community's support needs.

You'll already have these **brilliant** skills, qualifications and knowledge...

A Level 2 Diploma in Care or equivalent experience working in a personal care environment or willing to study for a Level 2 Diploma in Care.

An understanding of CQC requirements in relation to personal care and safety and risk management.

A naturally caring approach and prepared to support with a range of personal care needs, including bathing, toileting and dressing.

An intuitive collaborator, able to work in partnership with colleagues and external organisation.

Able to empower customers who have a range of needs and aspirations.

Experience of working with support plans, recording and using information concisely and effectively.

Basic numerical, literacy and digital skills.

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

Experience of working with a reablement approach to promote independence through positive risk taking. Knowledge of the local community and networks would also be brilliant.

Knowledge of the Mental Capacity Act and Deprivation of Liberty Safeguards, where appropriate.

We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development in order to be the best you can be. This includes understanding and keeping up to date with all of our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

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Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Other **important** stuff...

You'll be a budget holder? No Yes

You'll manage people? No Yes

We all work flexibly at Home Group but the level of travel in this role is usually...

Occasional Regular Frequent

