

## Job Description

Job title: Community Connections Support Worker  
Reports to: Community Connections Manager  
Salary: £10.55 per hour  
Hours: Various  
Location: Based at 73 Summerstown SW17 0BQ and other community locations.

## Introduction to Generate

Generate has been creating opportunities and offering support to people with a learning disability since 1972. We are committed to improving the lives of people with a learning disability by supporting and encouraging them in a creative way to access opportunities in their communities, take their place as citizens and reduce their reliance on services.

## Main purpose of job:

As a support worker, you will assist each individual to lead a life that is centred around independence, helping them to reach their goals, take as much control in their life as possible and to exercise their rights, responsibilities and obligations as citizens. You will be providing support that makes a real difference to people's lives

## Detailed Responsibilities and Duties

Duties will include but are not limited to:-

### Citizenship:

- Work for people in all aspects of life including their home, work, leisure and other community places in a respectful and creative manner.
- Support People to develop and nurture their relationships with family, friends, neighbours and others.
- Support people to have valued community roles.
- Be accountable to the person/s with regard to dignity, respect and quality of support.
- Respect the involvement of family and friends in supportive decision making.

### Dreams and Visions:

- Support each person and their family and friends to respond to interests, talents, dreams and passions.
- Provide supports that are responsive to the expressed wishes and needs of each person.

### Relationships:

- Support people to have a wide range of relationships in their life.
- Know and be aware of the important people in the person's life.
- Help people to have a welcoming home.
- Support people to meet new people and establish and maintain relationships.

### Self Determination:

- Support people to have choice and control over their own lives (sometimes with the help of family and friends).
- Carry out roles and responsibilities as directed by a person centred planning process.

### Community:

- Support people to connect to their community through active involvement e.g. volunteer positions, leisure, spirituality, work.
- Create opportunities, take initiative, use creative approaches for relationship building.
- Support people to be regular consumers of local businesses.
- Provide opportunities to explore a variety of experiences.
- Support people to have valued roles and be full members of their community.

### General Responsibilities

- To be an active member of the Generate staff team.
- To comply with all relevant Generate policies, procedures and guidelines, including but not limited to Equal Opportunities, Health & Safety, Children & Vulnerable Adults, and Confidentiality & Data Protection.
- To represent Generate positively in a variety of situations and respond professionally to general enquiries.
- The applicant must be flexible in his/her hours to meet the needs of Generate and clients.
- To travel to other Generate or community locations as required.
- Keep accurate records and report on the outcomes of your work.
- Keep up to date with current issues and good practice in the field of learning disability.
- Engage with support offered by colleagues and undertake training as required.
- Undertake any other reasonable task relevant to the work of the organisation that may be requested by the management team.

	<b>Essential</b>	<b>How will this be tested</b>
Knowledge	An understanding of what Generate Opportunities does and the areas of work that we are involved in	Interview
Knowledge	A basic understanding of learning disabilities and autistic spectrum disorders	Application and interview
Experience	Demonstrable experience of working with people who can present with challenging behaviour or willing to be trained.	Application and interview

Experience	Experience of delivering domiciliary care and/or personal care in the community or willing to be trained to do so	Application and interview
Personal circumstances	Prepared to work flexible hours including evenings, weekends and public holidays	Application and interview
Experience	Experience of working thoughtfully, sensitively and creatively to find solutions to problems as either a lone worker or as part of a team.	Application and interview
Knowledge	An understanding of the basic principles of equality and diversity	Application and interview
Skills	Proficient in Microsoft Office (Word/Excel/Outlook/PowerPoint or equivalents) and database software.	Application interview & practical test
Skills	Clear written and spoken English and experience of keeping records	Application interview & practical test
	<b>Desirable</b>	
Qualifications	A qualification such as an NVQ or equivalent in health and social care or capacity and willingness to register and complete within 18 months.	Application and interview & sight of qualification
Knowledge	A basic knowledge of the legislation underpinning social care provision	Application and interview
Knowledge/Experience	A demonstrable understanding of Safeguarding adults (and/or children).	Application and interview and/or sight of training certificate or other documents
Knowledge	A basic awareness of confidentiality and data protection regulations	Application and interview
Knowledge	A basic understanding of Health and Safety in the work place	Application and interview
Experience	Experience of supporting people to access the wider community in a person centred way	Application and interview

	Understanding of setting life goals and how to work towards achieving them	Application and interview
Knowledge	Knowledge of the operation of the housing and benefits system and /or Social Services	Application and interview
Knowledge	Good listening skills and a knowledge of using alternative communication methods or techniques to assist people with learning disabilities to communicate and achieve their goals	Application and interview

**Generate principles:**

1. Generate members will always be at the heart of Generate and at the centre of every decision
2. Generate will dream big to enable people with a learning disability to explore, shape and develop their own futures
3. Generate is committed to having respectful and genuine relationships with everyone
4. Generate works to link people with their local communities and support them to maintain their connections
5. The Generate approach is about using and developing our skills, knowledge and experience and engaging our hearts when we work each individual to improve their lives.
6. Generate will work together with members, families, partners and stakeholders.
7. Generate will empower people with learning disabilities to campaign for their rights

**Generate is an equal opportunity employer.**