



JOB DESCRIPTION	
Job Title	Progression Support Worker
Directorate	Social Services
Reports to	Disability Team Manager
Location	Ty Dewi Sant, Ewloe, working across Flintshire
Job Reference/ID Number	
Job Purpose	
<p>To provide a flexible range of support to people with disabilities in line with the principles of progression model of support. This means that people have the right to build meaningful lives for themselves and to have valued roles, regardless of disability. Support involves working in partnership with people so that they increase their confidence, recapture skills and develop a good quality of life that is meaningful and rewarding so that they become independent in managing their lives, in participating in their local communities and in undertaking employment and social activities, or other volunteering and educational opportunities to reach their individual potential. The support aims to provide specific practical and emotional support to people with disabilities within the framework of the individual's Care and Support Plan, to empower them and promote their independence within the community.</p>	

Principal Accountabilities
<ol style="list-style-type: none">1. To meet each individual's needs by working with them to identify and achieve a range of personal goals in what matters to them.2. To respect confidentiality and promote trusting professional relationships with individuals and their carers. In doing so, to help people who use services to participate in the planning and development of their own support.3. To record peoples' level of skill as we start to support them and to subsequently evaluate progress made over a period of time.4. To work in partnership with all stakeholders involved in order to support people with complex needs via positive risk taking. This is in accordance with Health and Safety legislation and organizational policies and procedures.5. To promote equal opportunities for people with disabilities to overcome discrimination and exclusion from their communities and to challenge traditionally low expectation from families and the wider community.6. To undertake training to carry out the role effectively in line with the progression approach.7. To feedback to managers any situations which are of concern or likely to impact on the individual achieving their outcomes. To provide written records of all contacts in line with the Data Protection Act.8. To work within the hours contracted per week.

Supervision/Management of People
None
Employment Checks/Specific Requirement i.e. DBS
DBS

Person Specification		
The person specification sets out the skill, knowledge and experience that are considered to be necessary to perform the role and will be used in short-listing both at application and interview stage. It is therefore important that you demonstrate on your application how you meet all of the essential requirements.		
Academic/ Professional Qualification	Essential / Desirable	How this will be assessed?
Willingness to undertake relevant training and work towards QCF Level 3.	Essential	Application/interview
QCF Level 3 or other equivalent social care qualification.	Desirable	Application
Knowledge and Experience		
To have an understanding of the needs of people with disabilities and the impact this can have on their lives.	Essential	Applications/Interview
An appreciation of the need to work to a plan and the importance of reviewing progress.	Essential	Applications/Interview
Experience of supporting vulnerable people in the community in a way which promotes independence.	Desirable	Applications/Interview
Skills		
The ability to work alongside vulnerable people and to assist them to live more independent and fulfilling lives.	Essential	Applications/Interview
To have a non-judgmental attitude and treat individuals with dignity and respect.	Essential	Applications/Interview
The ability to communicate effectively and in a proper manner with a range of people in a range of settings.	Essential	Application/ Interview
An understanding of the need for and an ability to work within confidentiality guidelines.	Essential	Application/Interview
To be a Welsh speaker, to have a full current driving license.	Desirable	Application/Interview

Flintshire County Council Core Behavioral Competencies	Essential	How this will be assessed?
Customer First: Understand our customers (internal and external) and deliver high quality services to meet and exceed their expectation	Essential	Application/Interview
Working Smarter: Being clear about what you are expected to deliver in your job and have the skills, motivation, enthusiasm and commitment to work effectively	Essential	Application/Interview
Working Together/Partnership Building and maintaining positive relationships in order to deliver better services for our customers and employees	Essential	Application/Interview
Communication: Ensuring we understand each other, respect each other express and share ideas and information clearly	Essential	Application/Interview
Change: Adapting to change and introducing better ways of doing things, through generating ideas and seeking out the best way to deliver our service.	Essential	Application/Interview
Leading and Managing: Leads and motivates self and others to continually improve performance	Essential	Application/Interview

