

**Title of Post:** Support Practitioner (Housing Support)  
**Reporting to:** Assistant Service Manager  
**Salary/Hourly Rate:** £12.60 per hour plus mileage  
**Location:** Inverness  
**Hours:** Full Time



## Introduction

Highland Home Carers was founded in 1994. We are a vibrant and forward-looking organisation. We have grown to become one of the major independent providers of home care and support services in Scotland. We currently employ around 230 staff. Our company has been owned by our employees since 2004. The business is governed and led by a Board of Directors, comprising two executive directors, three elected employee directors, and one non-executive director. We are a private limited company with a strong commercial focus.

We provide a range of services for older and vulnerable adults in Inverness and across the Highlands:

- Care at Home
- Support Work
- Housing Support
- Supported Living Services

## Job Purpose

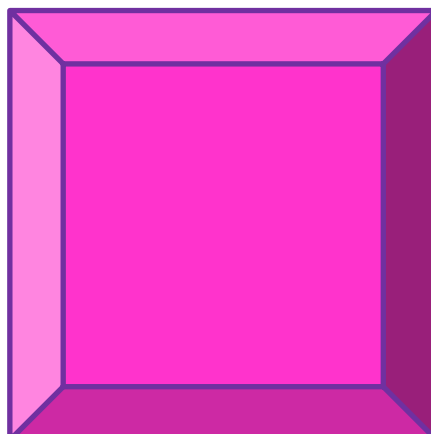
Our Support Practitioners support people within their own homes. Duties involve supporting individuals to live as independently as possible by supporting and assisting them with domestic skills such as shopping, cooking and enabling them to enjoy a wide range of other activities (visiting family and friends, assisting with shopping, social outings, walks and many more).

## Main Duties

- Work in accordance with Support Plans through ongoing reviews to help meet the individuals physical and emotional needs.
- Support with minimal personal care needs, mobility, medication and dietary requirements respecting choice and dignity at all times.
- Contribute to enhancing people we support with daily living which may include domestic duties, shopping and social activities.
- Maintaining factual records in accordance with HHC policies and procedures.

## Personal/Professional Responsibilities

- To be registered with the Scottish Social Services Council (SSSC).
- To complete HHC Induction and ongoing training programme.
- Undertake and attend any job-related training or review meetings as requested.
- Adhere to HHC policies and procedures.
- Understanding Risk Assessments in relation to your role within HHC.
- Respect and adopt HHC's Values in everything you do.



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| <b>HIGHLAND HOME CARERS</b><br><br><b>Person Specification: Support Practitioner (Housing Support)</b>                                                                                                                                                                                                                                                       |  |                                                                                                                                      |
| <b>Essential:</b>                                                                                                                                                                                                                                                                                                                                            |  | <b>Desirable:</b>                                                                                                                                                                                                       |
| <b>Qualifications</b>                                                                                                                                                                                                                                                                                                                                        |  | <b>Compassion</b>                                                                                                                                                                                                       |
| <b>Collaboration</b> <ul style="list-style-type: none"> <li>• Good basic education including numeracy &amp; literacy.</li> <li>• A willingness to become registered with the SSSC and to keep registration up to date.</li> </ul>                                                                                                                            |  | <ul style="list-style-type: none"> <li>• SVQ Level 2 in Social Care or willingness to work toward this.</li> </ul>                                                                                                      |
| <b>Knowledge:</b>                                                                                                                                                                                                                                                                                                                                            |  |                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"> <li>• Demonstrate an understanding of what the job role involves.</li> </ul>                                                                                                                                                                                                                                              |  | <ul style="list-style-type: none"> <li>• A broad understanding and appreciation of the Health &amp; Social Care Sector.</li> <li>• Experience of providing care or being involved in the Social Care sector.</li> </ul> |
| <b>Skills and Abilities</b>                                                                                                                                                                                                                                                                                                                                  |  |                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"> <li>• Commitment to learning and keeping skills updated.</li> <li>• Excellent interpersonal skills; an effective and sensitive communicator.</li> <li>• Ability to make decisions.</li> <li>• The ability to communicate with the people we support, their families and a range of other health professionals.</li> </ul> |  |                                                                                                                                                                                                                         |
| <b>Equal Opportunities</b>                                                                                                                                                                                                                                                                                                                                   |  |                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"> <li>• Commitment to incorporating Equal Opportunities and diversity principles in all aspects of work</li> </ul>                                                                                                                                                                                                          |  |                                                                                                                                                                                                                         |
| <b>Other Considerations</b>                                                                                                                                                                                                                                                                                                                                  |  |                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"> <li>• Have a flexible approach to work and a willingness to embrace and commit to person centred support.</li> <li>• Full UK Driver's License with access to a vehicle which can be used for work purposes.</li> </ul>                                                                                                    |  |                                                                                                                                                                                                                         |