

Person Specification

SUPPORT WORKER



Criteria	Essential	Desirable	Method of Assessment
Job-Related Skills	<ul style="list-style-type: none"> • Able to meet a wide range of service users' needs, including the management or behaviours that can challenge and the completion of personal care tasks • Able to communication clearly both verbally and in writing • Good listening skills, and the ability to support the service users in an empathetic, empowering and enabling manner • Able to liaise professionally with all those acting on behalf of, or involved in the care of, the service users • Able to work on own initiative and as part of a team • Able to work to agreed plans 	<p>Has hobbies /interests to share with the service users</p> <p>Basic report writing skills</p> <p>Basic computer skills – Word and Excel or willing to learn</p>	Application Form for Employment and interview
Knowledge	<ul style="list-style-type: none"> • Basic awareness of service users' human rights • Basic practical understanding of term "learning disability" (where applicable) • Basic practical understanding of "mental health needs" (where applicable) • Awareness of vulnerable adults' safeguarding issues 	<p>Awareness of health and safety issues</p> <p>Understanding of underpinning care principles</p> <p>Awareness of broader disability issues</p>	Interview
Experience		<p>Experience supporting people with learning disabilities and/ or mental health needs (paid or voluntary)</p> <p>Experience of working in a residential environment</p> <p>Experience of achieving effective communication with service users using a variety of appropriate Methods and materials</p>	Application Form for Employment and interview

Person Specification for SUPPORT WORKER



Criteria	Essential	Desirable	Method of Assessment
Education and Training	<ul style="list-style-type: none"> • Commitment to complete the Care Certificate on appointment and achieve HSC QCF level 2 (where not already achieved) • Commitment to other ongoing training of relevance to the job role 	<p>HSC QCF Level 2</p> <p>Relevant other mandatory training (e.g. moving and handling, basic first aid and safeguarding training)</p>	<p>Application Form, interview and production of evidence</p>
Personal Attributes	<ul style="list-style-type: none"> • Commitment to equal opportunities and anti-discriminatory practice • Ability to handle pressure • Honest • Reliable • Trustworthy • Respectful • Conscientious • Patient • Self-motivated • Empathy and respect for others • Pleasant manner 		<p>Interview</p>
Other Requirements	<ul style="list-style-type: none"> • Ability to work shifts (incl. early morning and weekends) • Effective moving and handling, both on own and as part of a team, is essential to ensure the safety of the service users • Have no physical or mental health conditions which affect capability, after reasonable adjustments are made, to properly perform tasks which are intrinsic to employment in the role 	<p>Full clean UK driving licence and own transport</p>	<p>Application Form for Employment and interview</p>