

## Person Specification



**Post:** Support Worker

**Dept:** Services **Level 1**

The person specification is used to help managers identify suitable candidates and to ensure that all applicants are judged on fair and objective criteria, which is relevant to the post.

We will be looking for applicants who can show that they meet our **essential** requirements. You should, therefore, use the information below to help you to complete your application form.

Experience	
Essential	Desirable
Experience of providing practical support. This may have been as a result of paid employment, volunteer work or on an unpaid basis for a family member or friend.	Experience of working with people with learning difficulties, disabilities, who have additional needs or sensory impairment.

Skills and Knowledge	
Essential	Desirable
An ability to communicate effectively both verbally and in writing. To complete compulsory paperwork regarding the services and hours worked.	Sign Language skills to Level 1 and knowledge of other communication methods and systems To have had some training regarding disability, elderly persons, child care or social caring.  A proven ability to complete brief written reports or assessments.
An ability to support service users with significant mobility problems (e.g. assisting with walking or with a guide dog.	
Able to work on own initiative	Have had experience working in outreach situations
An ability to build effective working relationships with others (e.g. colleagues, professional bodies and other significant people)	
An understanding and commitment to the principles of equal	

**Communication – Children & Families – Training & Consultancy – Disability – Elderly – Supply Staff.  
Excellence and Quality in Specialist Staffing.**

opportunities	
Evidence of basic numerical skills	Previous responsibility for day to day handling of cash on behalf of a service user or company.
To be comfortable with animals as service users may have pets or guide / hearing dogs.	
NVQ level 2 in care / equivalent or above or a willingness to commence this training.	<p>Training or qualification in any of the following areas;</p> <ul style="list-style-type: none"> <li>● Moving and Handling</li> <li>● Basic food Hygiene / Food safety</li> <li>● Basic first Aid</li> <li>● Safeguarding</li> <li>● Supporting with medication</li> <li>● Health &amp; safety</li> <li>● Intervenor</li> <li>● Communicator guide</li> <li>● Communication support worker</li> <li>● Elderly people</li> <li>● Dementia</li> <li>● People with additional needs</li> <li>● Challenging behaviour</li> </ul>

Special Conditions	
Essential	Desirable
An ability to accompany service users and participate in daily living tasks and leisure activities. This may be shopping, appointments, light domestic tasks and travelling from A to B.	A willingness to participate in a range of activities (e.g. horse riding, rambling, rock climbing, swimming and going to nightclubs).
	To hold a full driving licence and have the use of a vehicle to occasionally transport service users.
To have experience of supporting individuals with personal care tasks	
To work flexible shifts including evenings, weekends, to meet the changing needs of service users	
<p><b>IMPORTANT</b>  This is a regulated position – the successful candidate will need to have an Enhanced DBS Check. This position is exempt from the Rehabilitation of Offenders Act as the position involves working with vulnerable adults and children.</p>	