

## Person Specification

### Support Worker

	ESSENTIAL	DESIRABLE
<b>PHYSICAL</b>	<ul style="list-style-type: none"> <li>• General good health</li> <li>• Able to carry out the duties of the post</li> </ul>	
<b>SKILLS AND KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Able to work in a team and on your own initiative</li> <li>• Excellent communication skills</li> <li>• Problem solving</li> <li>• Creativity</li> <li>• Respect rights and wishes of people</li> <li>• Researching opportunities for people</li> </ul>	<ul style="list-style-type: none"> <li>• Learning disability issues</li> </ul>
<b>EXPERIENCE AND QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• NVQ Level 2 in Social Care and other associated qualifications (or other relevant subject or willingness to undertake)</li> <li>• Basic attainment in GCSEs or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• NVQ Level 2 in Social Care or other relevant social care qualifications</li> <li>• Previous experience in providing care and support</li> <li>• Recruitment of staff</li> </ul>
<b>DISPOSITION</b>	<ul style="list-style-type: none"> <li>• Enthusiastic</li> <li>• Enabling attitude</li> <li>• Committed to supporting ordinary living for people with a learning disability</li> <li>• Reliable</li> <li>• Trustworthy and honest</li> <li>• Organised</li> <li>• Contributing ideas and following through when appropriate</li> </ul>	<ul style="list-style-type: none"> <li>• Assertive</li> </ul>
<b>INTERESTS</b>	<ul style="list-style-type: none"> <li>• Team mix to include:               <ul style="list-style-type: none"> <li>• Arts and crafts</li> <li>• Music</li> <li>• Sports</li> <li>• Outdoor life</li> </ul> </li> <li>• Voluntary work</li> <li>• Socialising</li> </ul>	<ul style="list-style-type: none"> <li>• Personal development</li> </ul>
<b>CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• Ability to work flexibility as required to meet the needs of people supported. This may include shifts, weekends and bank holidays.</li> <li>• Ability to travel as required to carry out the duties of the post</li> <li>• Car-driver/Full driving licence</li> <li>• Willingness to drive and transport others as part of job role</li> </ul>	

# WHAT DOES THE POST INVOLVE?

- ✓ Providing support and direct care to people with a learning disability.
- ✓ Assisting and enabling people to live their own lives.
- ✓ Enabling choice and opportunity for people with a learning disability while supporting them in living, working and learning environments.

## SKILLS AND INDEPENDENCE



You would be supporting people to be able to express their needs, wishes and ambitions, share these with the Team and then support them in achieving these. This could include doing day to day activities to develop their personal skills and joining in with recreational and leisure activities.

## FAMILY AND FRIENDS



You would be supporting people to keep in touch with their friends and family and make new friends.

## PERSONAL CARE AND SELF IMAGE



You would be supporting people with their personal care and appearance. This may include supporting people with bathing and dressing.

## SPECIALIST NEEDS



You would be helping to support people who may need additional help because they may be unable to participate in everyday life. You may be supporting people who are elderly, have difficulties with communication or have other disabilities. Full training and support would be provided.

## RELIGION AND CULTURE



You would be supporting people to practice their chosen religion, cultural beliefs and customs.

## HEALTH AND WELLBEING



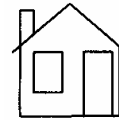
You would be supporting people to access doctors, dentists, physiotherapist and other specialist services, using their advice to promote health and wellbeing. You would support people to manage their medication, administering this is required.

## PLANNING PEOPLE'S SUPPORT



You would be contributing your ideas to the staff team to ensure a good service for each person being supported.

## SUPPORTING PEOPLE IN THEIR HOME



You would be supporting people to live safely in their own home, pay bills and make sure their home and belongings are looked after.

## PROFESSIONAL DEVELOPMENT



There will support you to plan your workload and time, problem solve, communicate in writing and verbally, attend training and progress your career.

## SERVICE DEVELOPMENT



You would be involving people in how they are being supported and sharing this good practice with the rest of the team. You would be a good role model and promote the organisation in recruitment and fundraising.