

<b>PERSON SPECIFICATION – SUPPORT WORKER (FULL/PART-TIME)</b>	
The post requires a person with a range of skills who is flexible and wants to learn new skills and to undertake further training	
<b>MINIMUM CRITERIA</b>	
You will be considered for interview only if you can meet all of these criteria. If you are disabled and meet all these criteria you are guaranteed an interview	
<b>Education &amp; Qualifications</b>	
<ul style="list-style-type: none"> <li>• Numeracy and literacy skills</li> <li>• NVQ Level 2 in Health &amp; Social Care – <i>preferred but not essential</i></li> </ul>	
<b>Key Skills</b>	
<ul style="list-style-type: none"> <li>• Effective communication and negotiation skills</li> <li>• Understanding of the needs of people with learning difficulties</li> <li>• Observation and assessment</li> <li>• Ability to work under pressure, following guidance and using own initiative</li> <li>• Ability to assist people in all aspects of personal care</li> <li>• Adaptability to a variety of settings and situation</li> <li>• Ability to assess members’ needs and to write reports for service reviews</li> </ul>	
<b>Values</b>	
<ul style="list-style-type: none"> <li>• Commitment to empower members to become as independent as possible</li> <li>• Commitment to Equal Opportunities with creative and flexible approach to inclusion</li> <li>• Commitment to team working and staff appraisal</li> <li>• Commitment to total inclusion</li> </ul>	
<b>Knowledge</b>	
<ul style="list-style-type: none"> <li>• Awareness of learning difficulties and disabilities and their effects, including how people suffer discrimination, and a commitment to promoting the self-image of, and self-advocacy among members</li> </ul>	
<b>Other Qualities</b>	
<ul style="list-style-type: none"> <li>• Willingness to work flexible hours, including some evenings and at some weekends</li> <li>• Willingness to undertake supported sole working in the community</li> <li>• Physically able to provide support to members, working with appropriate equipment</li> <li>• Taking part in a range of appropriate activities</li> <li>• Willingness to learn approaches to manage difficult behaviour</li> <li>• Willingness to undertake training to administer medication</li> <li>• Willingness to undertake training to meet the developing wants, needs and aspirations of members</li> <li>• To develop team and multi-disciplinary and multi-agency approaches with other services, including students and volunteers to integrate the work of the charity in the community</li> </ul>	
<b>Driving</b>	
<ul style="list-style-type: none"> <li>• Full driving licence and use of own car daily</li> </ul>	
<b>Desirable Additional Qualities</b>	
IT Skills	Ability to use personal computers and related software
Teaching Skills	Ability to plan and implement teaching programmes in a range of areas to include independent living skills Able to undertake a Key Worker role
Creative Arts	Able to support members in a variety of expression situations
Physically Active	Able to participate in appropriate physical exercise programmes