

Support Worker Person Specification

		Essential	Preferred
Skills	Ability to drive (with full, clean licence)	✓	
	Ability to engage positively with people with complex needs and to encourage choice	✓	
	Ability to assist sensitively with intimate personal care	✓	
	Ability to listen wholeheartedly and to communicate clearly	✓	
	Ability to take in and use new information	✓	
	Ability to assess and manage risk, seeking support when required	✓	
	Ability to relate sensitively to family members and respect their spaces and boundaries	✓	
	Ability to support client to participate within range of activities chosen by the family	✓	
	Ability to follow and contribute to care plans, risk assessments and therapeutic programmes	✓	
Experience	Experience of working with people with complex needs		✓
	Experience of working at home or work with people with epilepsy		✓
	Experience with young people		✓
Education/Qualifications	Sound basic education with good written and verbal communication skills NB: No specific qualifications are required but applicants must be able and willing to follow mandatory training programme and to learn specific skills to work effectively with client according to her care plan	✓	
	Excellent references	✓	
	Clear enhanced DBS checks	✓	
Attitudes/Values	Positive attitude to people with complex needs	✓	
	Positive attitude to young people	✓	
	Commitment to non-discriminatory practice	✓	
	Commitment to social inclusion	✓	

	Awareness of safeguarding adults with additional needs	✓	
	Commitment to providing environmental stimulation and variety to the day	✓	
	Willingness to engage positively in training, supervision and annual appraisal	✓	
	Understanding of, and respect for, client confidentiality	✓	
Availability	Able to commit to agreed hours, attending punctually and reliably	✓	
	Flexibility to vary hours to reflect day centre and holiday routines	✓	
	Flexibility to work occasional additional hours to accommodate client activities		✓
	Flexibility to attend meetings and supervision	✓	
	Reasonable level of fitness and health to support client with activities	✓	
	Resourceful, self-motivated and calm in order to deal competently with any challenges that arise when working alone	✓	
	Willing to take part in supervision and appraisal	✓	
	Commitment to personal development	✓	