

**Person Specification
Support Worker**

- **To engage, interact and have fun with children and young people**

<u>CATEGORY</u>	<u>CRITERIA</u>	<u>MEASURED BY</u>	
<u>Qualifications</u>	<ul style="list-style-type: none"> • English and Maths BTEC Level 2/GCSE/equivalent • Level 3 Qualification in Care or Children & Young People or equivalent • Willingness to undertake accredited courses and mandatory training within the time set • Right to work in UK • N.N.E.B. • Social Work Diploma • Youth Leader Certificate • First Aid Certificate • Driving licence 	Essential Desirable Essential Essential Desirable Desirable Desirable Desirable	<ul style="list-style-type: none"> • Application Form • Certificates • Interview
<u>Knowledge</u>	<ul style="list-style-type: none"> • How to care for and support others • Knowledge of the role and an understanding of its rewards and challenges • Basic Care Practices • Children’s Act • Childrens Home Regulations 2015 • Experience of effectively managing challenging behaviour • Experience and knowledge of learning disabilities • C.O.S.H.H and Health & Safety 	Essential Essential Desirable Desirable Desirable Desirable Desirable Desirable	<ul style="list-style-type: none"> • Application Form • Interview • References
<u>Skills</u>	<ul style="list-style-type: none"> • Able to work under guidance of a Team/Shift Leader • Good verbal and listening skills • Ability to work as a team member • Able to use own initiative • Able to work in challenging circumstances • A commitment to protecting those in our care and keeping yourself and colleagues safe, therefore willing to wear PPE and take part in regular Coronavirus testing as instructed. • Willing to care for or support those who may have an illness, infection or virus such as Coronavirus and therefore had or willing to have the Covid-19 vaccine (and any required booster jabs) where there is no medical or religious reason not to do so. • Experience of organising activities for children or young adults • Knowledge of augmentative communication and alternative communication tools • Interest/involvement in sports and recreational activities, art & craft or music 	Essential Essential Essential Essential Essential Essential Desirable Desirable Desirable	<ul style="list-style-type: none"> • Application Form • Interview • References • In house testing / work sample tasks

<u>Experience</u>	<ul style="list-style-type: none"> • No history of misconduct associated with working with children, young adults or other vulnerable groups • Working with children and young people/adults • Working in a residential school, care home or similar setting • Previous experience of learning disabilities and/or challenging behaviour • Previous personal care experience • Voluntary work in Care Sector 	<p>Essential</p> <p>Desirable Desirable</p> <p>Desirable</p> <p>Desirable Desirable</p>	<ul style="list-style-type: none"> • Application Form • Interview • References
<u>Personal Qualities</u>	<ul style="list-style-type: none"> • Ability to work unsocial hours • Tolerance and patience • Excellent value base • Flexible approach to work tasks • Resilient and able to work with challenging behaviours • Smart appearance • A natural respect of the individuality and dignity of those in our care • An ability to engage with and enthuse children and young adults • Able to travel to work locations which may be remote • Show commitment to equality of opportunity at all times and have due respect for the diverse make up of colleagues and those in our care. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<ul style="list-style-type: none"> • Application Form • Interview • References • Work sample tasks/tests
<u>Values</u>	<ul style="list-style-type: none"> • Resilient • Adaptable • Respectful • Professional • Trustworthy • Understanding • Engaging • Interactive • Fun! 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<ul style="list-style-type: none"> • Interview • References • Application form