Person Specification
Support Worker

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

CATEGORY	CRITERIA		MEASURED BY
Qualifications	• English and Maths BTEC Level 2/GCSE/equivalent	Essential	• Application Form • Certificates • Interview
	• Level 3 Qualification in Care or Children & Young People or equivalent	Desirable	
	• Willingness to undertake accredited courses and mandatory training within the time set	Essential	
	• Right to work in UK	Essential	
	• N.N.E.B.	Desirable	
	• Social Work Diploma	Desirable	
	• Youth Leader Certificate	Desirable	
	• First Aid Certificate	Desirable	
	• Driving licence	Desirable	
Knowledge	• How to care for and support others	Essential	• Application Form • Interview • References
	• Knowledge of the role and an understanding of its rewards and challenges	Essential	
	• Basic Care Practices	Desirable	
	• Children's Act	Desirable	
	• Childrens Home Regulations 2015	Desirable	
	• Experience of effectively managing challenging behaviour	Desirable	
	• Experience and knowledge of learning disabilities	Desirable	
	• C.O.S.H.H and Health & Safety	Desirable	
Skills	• Able to work under guidance of a Team/Shift Leader	Essential	• Application Form • Interview • References • In house testing / work sample tasks
	• Good verbal and listening skills	Essential	
	• Ability to work as a team member	Essential	
	• Able to use own initiative	Essential	
	• Able to work in challenging circumstances	Essential	
	• 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.	Essential	
	• 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.	Essential	
	• Experience of organising activities for children or young adults	Desirable	
	• Knowledge of augmentative communication and alternative communication tools	Desirable	
	• Interest/involvement in sports and recreational activities, art & craft or music	Desirable	

Experience	• 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	Essential Desirable Desirable Desirable Desirable Desirable	• Application Form • Interview • References
Personal Qualities	• 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.	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential	• Application Form • Interview • References • Work sample tasks/tests
Values	• Resilient • Adaptable • Respectful • Professional • Trustworthy • Understanding • Engaging • Interactive • Fun!	Essential Essential Essential Essential Essential Essential Essential Essential Essential	• Interview • References • Application form