



## Support Worker: Person Specification

Detailed below are the skills, experience and knowledge required for the post. The “Essential Requirements” indicate the minimum requirements, and applicants lacking these attributes are less likely to be considered for the post. “Desirable Requirements” are additional attributes to enable the applicant to perform the position more effectively or with little or no training and may be used to distinguish between acceptable candidates.

Candidates should describe whether they meet each of the criteria on their application form.

Method of Assessment is the means by which we will assess whether you meet the relevant criteria.

'A' = Application From

'I' = Interview.

In addition, success in this post will be determined by the vision, interest and determination candidates demonstrate in relation to the work of The Wilberforce Trust.

Skills and Attributes	Essential	Desirable	Method of Assessment
Good Communicator	✓		A I
A caring and patient manner	✓		A I
Appreciation of Disability Rights	✓		A I
A commitment to people with disabilities	✓		A I
A good level of written and oral skills	✓		A I
A good level of IT skills and MS office	✓		A I
Ability to follow detailed written policies, procedures and support plans.	✓		A I
Ability to cook and clean and create a home environment.	✓		A I
Ability to respond flexibly and calmly to new and unexpected situations	✓		A I
Ability to solve problems	✓		A I
Able to work using own initiative	✓		A I
Able to prioritise tasks and respond to unexpected situations as they arise	✓		A I
Able to respond to individual service user needs in a professional manner	✓		A I
An ability to work in a team	✓		A I

Reliable, trustworthy, punctual	✓		A I
Understanding of the principles of confidentiality and respect.	✓		A I
Ability to identify reasons for challenging behaviour, and to respond in a calm, constructive and safe manner	✓		A I
Ability to recognise and respond to risks to service users and others		✓	A I
Ability to maintain professional boundaries within the role as support worker		✓	A I
<b>Knowledge/Experience</b>			
S/NVQ level 2 in care or equivalent <b>OR</b> be prepared to work towards any necessary qualification as stipulated by the Trust.	✓		A I
Experience in a Caring or Supportive capacity (This can be gained at work or at home)		✓	A I
Previous experience of residential/ supported living or in the community.		✓	A I
Previous experience of supporting people with disabilities		✓	A I
<b>Other Criteria</b>			
Hold a full driving licence		✓	A I
Ability to work flexible hours.	✓		A I
Be able to meet the Trust's requirements in terms of satisfactory Criminal Records Bureau and Protection of Vulnerable Adults checks.	✓		A I
Be physically able to undertake the duties required of the role	✓		A I