

Support Worker – Person Specification

Qualities	Essential Those qualities which are essential to perform the job.	Desirable Those qualities which allow the job to be performed to the optimum level.
Work Experience Previous experience required to do the job.	Have good basic education, literate and numerate. Proactively undertake further relevant training. Committed to keeping knowledge and skills up to date. Driving licence (for a majority of the services) to be able to drive people we support as and when required	A recognised qualification in Health and Social Care
Education/Qualifications e.g. academic or professional qualifications.	An interest in working with people with learning disabilities.	Experience of working in a customer-facing role or experience of caring or supporting others (including personal or work experience). Experience of working with people with Autism.



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SUPPORTING PEOPLE WITH LEARNING DISABILITIES

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Skills and Abilities	Good verbal and written communication skills. Be able to record and report information about the people we support in line with our policies and procedures Ability to actively listen to others. Ability to use own initiative. Consistently follows support plans. Be a good team worker. Ability to cook and prepare meals. Good budgeting skill. Be computer literate. Work within boundaries. Basic understanding of health and safety principle. Ability to put the needs of other before your own. Awareness and acceptance of difference; proactively supports this.	Knowledge of safeguarding vulnerable people. Knowledge of the needs of people with learning disabilities and ability to apply this knowledge. Willingness to use own car for work purposes. Ability to lone work



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Personal qualities	Have a flexible approach to work. Self-motivated. A mature, professional and person-centred approach Ability to take direction but can also use own initiative. Be proactive, Reliable and Resilient Have a sense of humour. Empathetic to the needs of others. Be enthusiastic, confident and positive.	Be empathetic to the needs of others