



PERSON SPECIFICATION

Post: Support Worker

Location: You may be required to work in services in & around Oxfordshire, Berkshire & Hampshire. A service is the place where someone lives and calls their home.

Accountable to: Support Manager

Factor	Essential Requirements	Desirable Requirements	How Measured
EDUCATION & TRAINING	Has NVQ/QCF level 2/3 or demonstrates capacity and willingness to register and complete within 18 months; funding dependent.		Application form
EXPERIENCE & KNOWLEDGE	<p>Experience and/or understanding of the needs of people with learning disabilities, autism and those who have challenging and/or mental health needs.</p> <p>Understanding of people's general healthcare needs and how these affect a person's overall well-being.</p> <p>Experience of working to policies, procedures and directions.</p>	<p>Understanding of how people with learning disabilities choose to communicate their needs, preferences and frustrations.</p> <p>Experience of administering medication.</p> <p>To have an understanding or working knowledge of Active Support.</p> <p>To have some knowledge of different methods and techniques of assisting people with learning difficulties to achieve their best.</p>	Application form and Interview
SKILLS	Ability to undertake direct work with people with	To be able to plan own work and achieve	Interview

	<p>learning disabilities in line with support guidelines.</p> <p>Understanding of setting life goals and how to work towards achieving them.</p> <p>An understanding of the need for consistency and routine in services for people with Autism Spectrum Disorder and an ability to work to guidelines consistently.</p> <p>An awareness of the impact of poor communication on challenging behaviour.</p> <p>An ability to work constructively and sensitively with people and organisations who are important to the people we support.</p> <p>Good interpersonal and communication skills.</p> <p>To be able to contribute to promoting equal opportunities including challenging discriminatory or poor practice.</p>	<p>required standards and deadlines.</p> <p>Experience of working with challenging behaviour.</p> <p>To be able to positively contribute to the management of challenging behaviour.</p>	
PERSONAL QUALITIES	<p>To be reliable, honest, flexible, motivated and to have a person centred approach to working with individuals.</p> <p>To be able to work effectively within a team and on your own.</p>	<p>To be able to work constructively, respectfully and sensitively with families, professionals and the general community and to maintain appropriate boundaries.</p> <p>A full, clean driving licence.</p>	Interview
SPECIFIC REQUIREMENTS	<p>To be able to work variable shifts in accordance with rota patterns</p>		Interview