

PERSON SPECIFICATION

Job Title: Support Worker
Directorate & Section/Unit: DAS
Salary Grade: Scale 2 SCP 10-13
WCC Management Level: Frontline

EXPERIENCE: (Of delivering outcome/objectives/service improvements etc, not just time served)

It is **essential** that the post holder has:

- Effective communication and interpersonal skills, both oral and written.

It is **desirable** that the post holder has:

- Experience of working in a residential or community care setting with people with a disability
- An understanding of health and safety issues and risk assessments that may occur within a care setting
- Experience with care planning

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- An understanding of the rights and needs of people with a disability
- An understanding of how to promote independence and give choice to people using the service
- An understanding of how to promote dignity and respect
- Proven ability to write and record essential information clearly and accurately

It is **desirable** that the post holder has:

- Ability to work on own initiative and in a team
- An understanding of the importance of involving people using the service

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- Aptitude and commitment to undertake training as required (including mandatory training and vocational training)

It is **desirable** that the post holder has:

- Moving and Handling*
- Fire Awareness*

*In house training available

ADDITIONAL INFORMATION

It is **essential** that the post holder has:

- An ability to be flexible in helping to meet the needs of the establishment
- To work as part of a multi-disciplinary team and attend staff meetings and supervision sessions
- To be able to effectively demonstrate anti-oppressive practise and an commitment to equal opportunities
- A full awareness of the need to preserve the dignity of every individual and accept total confidentiality
- Commitment to training and professional development

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