

The following criteria will be used to assess all applications received for the post of Support Worker, in drawing up a shortlist for interview and for making an appointment after the interview. The ticks in the right-hand column show whether the criteria are considered to be essential/desirable for the post.

CRITERIA	ESSENTIAL	DESIRABLE
<b>Skills</b>		
Ability to communicate effectively with managers, colleagues and staff members	✓	
Ability to work effectively with stakeholders such as CQC, Ofsted, Adult Social Care, Community Nurses	✓	
Ability to communicate with multi-disciplinary teams	✓	
Ability to listen and empathise with people with disabilities	✓	
Ability to work as part of a team	✓	
Ability to manage challenging incidents	✓	
Ability to organise and support people in a range of activities	✓	
<b>Knowledge</b>		
Understanding of general issues around disability and community care		✓
Understanding of people's basic rights	✓	
Knowledge of the Care Quality Commission		✓
Knowledge of the Protection of Vulnerable Adults Scheme		✓
Knowledge of the management of the approaches to challenging behaviour		✓
Knowledge of support plans, processes and professional good practice.		✓
<b>Experience</b>		
Experience of working in a team	✓	
Experience of working with peoples with learning disabilities		✓
Experience of working in a care setting		✓

## Person Specification Support Worker



West House

<b>Education</b>		
An accredited qualification in Health & Social Care		✓
A willingness to undertake training both knowledge and practical based	✓	
<b>Personal Qualities</b>		
Person-Centred	✓	
Positive	✓	
Inclusive	✓	
Commitment	✓	
Self-Motivation	✓	
Full Driving Licence		✓
Good Communication Skills	✓	
Ability to use own initiative	✓	
Honesty	✓	