

## Person Specification - Community Support Worker

Requirements	DESIRABLE ESSENTIAL
<b>Qualifications</b>	
A Care Certificate or equivalent in adult social care.	D
<b>Experience</b>	
Facilitating active support in personalised services for adults in social care.	D
Experience of 'lone working' with adults in social care.	D
Experience of utilising whistleblowing and emergency on-call systems.	D
Experience as a keyworker for adults in social care including support planning and reviews.	D
Experience in the administration of medication.	D
<b>Skills and Abilities</b>	
To demonstrate the potential for maintaining high standards of working practice and professional conduct	E
To demonstrate the potential for practical personal care skills such as toileting and changing, moving and assisting and mealtime support	E
To demonstrate the potential to promote and apply the Company's Mission Statement within our day services.	E
To demonstrate the potential to administer medication with particular reference to the Management of Epilepsy	E
To demonstrate good written and verbal communication skills in English to ensure our records are legible and that shared verbal information is understood.	E
To demonstrate the potential to utilise sensory communication methods applicable to members of our client group who may not use speech.	E
To exhibit good IT skills in order to maximise the effectiveness of our on-line support planning system and intranet facility.	E
<b>Knowledge</b>	
To demonstrate a basic understanding of the principles of enablement and empowerment.	D
To demonstrate a basic knowledge of Health & Safety at Work, Food Safety, Medication Procedures, Risk Assessments and Safeguarding Procedures.	D
To demonstrate a basic understanding of Equal Opportunities.	E
To demonstrate a basic understanding of the Emergency Procedures utilised in adult social care.	D

<b>Personal Qualities</b>	
To demonstrate an ability to support clients with empathy, integrity and respect.	<b>E</b>
To demonstrate good communication and administration skills in the English language.	<b>E</b>
To demonstrate an ability to work under pressure and make good decisions in stressful circumstances.	<b>E</b>
To demonstrate an ability to work on one's own initiative and to self motivate.	<b>E</b>
To demonstrate good social skills and the ability to interact positively with people from a broad range of backgrounds.	<b>E</b>
To demonstrate an ability to respond positively to management instruction and work with colleagues in a helpful, respectful and supportive manner as part of a team.	<b>E</b>
To demonstrate a multi-cultural empathy and an acceptance of difference in people.	<b>E</b>
To demonstrate a passion for helping others	<b>E</b>
To demonstrate enthusiasm in the workplace as well as an interest in the issues that affect people with disabilities.	
<b>Other Requirements</b>	
To be flexible at work and accept change as part of the working culture.	<b>E</b>
To carry out escort duties on our transport provision once trained to do so.	<b>E</b>
To provide a current DBS disclosure and valid documentary evidence of permission to work in the UK	<b>E</b>
To demonstrate a willingness to travel in order to participate in training, emergency cover, emergency on-call situations, forums and meetings and respite holiday provision.	<b>E</b>
To demonstrate an excellent work attendance record.	<b>E</b>
To be punctual at all times.	<b>E</b>