

## PERSON SPECIFICATION Support Worker

EXPERIENTIAL REQUIREMENTS	Essential	Desirable
Work History	<ul style="list-style-type: none"> <li>• Experience of working with children / young people</li> <li>• Experience of working with Deaf people</li> </ul>	<ul style="list-style-type: none"> <li>• Previous experience of working with people with additional disabilities.</li> <li>• Experience working in community / leisure services.</li> </ul>
Experience in support role	<ul style="list-style-type: none"> <li>• Experience of following care / therapy support plans</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of contributing to the development of support plans.</li> <li>• Experience of working 1:1 with clients.</li> </ul>
Care values	<ul style="list-style-type: none"> <li>• Ability to demonstrate a person centred and respectful approach to the client and family.</li> <li>• Understanding of client's human rights.</li> </ul>	
ATTAINMENTS	Essential	Desirable
School Certificates	<ul style="list-style-type: none"> <li>• English</li> <li>• Maths</li> </ul>	<ul style="list-style-type: none"> <li>• Good general standard of education</li> </ul>
Other training / professional qualifications	<ul style="list-style-type: none"> <li>• Ability to undertake training courses as required.</li> </ul>	<ul style="list-style-type: none"> <li>• IT skills</li> <li>• Knowledge of communication tools for Deaf people</li> </ul>
PERSONALITY INDICATORS	Essential	Desirable
Character	<ul style="list-style-type: none"> <li>• Excellent interpersonal skills and ability to engage and motivate young people.</li> <li>• Ability to work in a professional manner.</li> <li>• Flexible approach to working and problem solving.</li> <li>• Honesty.</li> <li>• Ability to work in confidential manner.</li> <li>• Conscientious.</li> <li>• Reliable and punctual.</li> <li>• Willingness to be active and encouraging of therapy, academic, leisure and</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to reflect on own performance and make adjustments as necessary to improve job performance.</li> </ul>

	sporting activities.	
Initiative	<ul style="list-style-type: none"> <li>• Ability to act proactively and make informed decisions with consent of the client's parents.</li> <li>• Ability to work responsibly as a lone worker.</li> <li>• Good organisational and planning skills to engage the client in community / leisure activities as appropriate.</li> <li>• Ability to work autonomously and use one's initiative responsibly within the parameters of the role.</li> </ul>	
Communication	<ul style="list-style-type: none"> <li>• Fluent in British Sign Language</li> <li>• Good written communication skills.</li> <li>• Willingness to attend and contribute to meetings as required.</li> </ul>	
Team Orientation	<ul style="list-style-type: none"> <li>• Excellent team player</li> <li>• Flexible and adaptable approach.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to help others.</li> </ul>
Additional	<ul style="list-style-type: none"> <li>• Ability to encourage and support client in leisure and sporting activities.</li> <li>• Ability to actively participate in the above client activities.</li> </ul>	