

## Person Specification

### Enabler

	Criteria	Essential	Desirable
<b>1</b>	<b>Qualifications and Knowledge</b>		
a	A relevant L2 health and social care qualification		<b>x</b>
b	Knowledge of helpful approaches and strategies to support people with learning disabilities	<b>x</b>	
c	Understanding of person centred aims and principles and the ability to put these into practice	<b>x</b>	
d	A good understanding of Health and Safety, Safeguarding and First aid regulations and procedures		<b>x</b>
f	Full driving licence		<b>x</b>
<b>2</b>	<b>Skills and Abilities</b>		
a	Ability to engage with members, and to develop and sustain warm and trusting relationships	<b>x</b>	
b	Good verbal communication skills and ability to listen sensitively to others.	<b>x</b>	
c	Good record keeping skills with attention to detail	<b>x</b>	
d	Ability to work alone with confidence	<b>x</b>	
e	Ability to demonstrate initiative, self-motivation and resourcefulness	<b>x</b>	
f	Ability to demonstrate respect for difference and diversity	<b>x</b>	
g	A non-judgmental, accepting approach to working with people who may be challenging	<b>x</b>	
h	Ability to work in a calm, patient and tolerant manner at a pace appropriate to the needs of the individual	<b>x</b>	
i	Demonstrable skills in working effectively with people who have learning disabilities including people who have personal care needs and challenging behaviours	<b>x</b>	
k	To have an enthusiastic approach and willingness to work with others	<b>x</b>	
<b>3</b>	<b>Experience</b>		
a	Experience of working with people with learning disabilities		<b>x</b>
b	Experience of lone working within the community		<b>x</b>
	Experience in personal care and following support plans.		<b>x</b>
<b>4</b>	<b>Working arrangements</b>		
a	Willingness to work flexible hours, including evenings and weekends, according to needs of the organisation and members	<b>x</b>	
b	Willingness to attend training courses and events	<b>x</b>	



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c	UK driving licence and access to own vehicle		<b>x</b>
d	Willing to accept feedback and guidance and to be accountable to colleagues and managers	<b>x</b>	
e	A willingness to be 'hands on' and support service users when necessary	<b>x</b>	
f	Able to work in the UK	<b>x</b>	