



# Hamelin Trust

*Supporting individuals with disabilities and their carers*

## PERSON SPECIFICATION COMMUNITY SUPPORT WORKER

CRITERIA	ESSENTIAL REQUIRMENTS	DESIRABLE REQUIRMENTS
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Working in a care environment or have empathetic equivalent life experiences.</li> <li>Experience of working in cooperation (with family, carers, and other professionals etc)</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and experience of Learning disabilities, challenging behaviour and multiple disabilities</li> <li>Experience of supporting people with additional healthcare needs</li> <li>Keyworker experience</li> <li>Experience of lone working in the community</li> </ul>
<b>SKILLS &amp; APTITUDE</b>	<ul style="list-style-type: none"> <li>Full driving license and a confident driver</li> <li>A commitment to provide a quality service to enrich the lives of Service Users and promote the service.</li> <li>To actively respect rights, choice, privacy, and dignity of Service Users</li> <li>Good written and verbal communication skills.</li> <li>Flexibility</li> <li>Ability to work as part of a team and to lone work</li> <li>Ability to maintain unbiased and accurate records in agreed formats.</li> <li>Respect and maintain confidentiality.</li> <li>Ability to accept and adapt to change in a positive way.</li> <li>Commitment to the safeguarding and welfare of service users</li> </ul>	<ul style="list-style-type: none"> <li>Driving a minibus</li> <li>Ability to prioritise work tasks.</li> <li>To be creative in activities</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Understanding of the physical, social, and emotional needs of people</li> <li>Basic understanding of Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of care plans and key worker systems</li> <li>Understanding of the concepts of Safeguarding vulnerable people</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Diploma in Health and Social Care or equivalent (or a willingness to obtain)</li> <li>Willingness to undertake specialist training relevant to the role</li> </ul>	<ul style="list-style-type: none"> <li>Relevant diplomas/qualification/training</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>Positive and enthusiastic personality</li> <li>Emotionally and physically resilient</li> <li>Ability to accept and adapt to change in a positive way.</li> <li>Patience, understanding and empathetic</li> <li>Able to work under pressure and respond to crisis situations.</li> <li>Embraces concepts of equal opportunities and diversity.</li> <li>Willing (and able) to initiate and participate in a wide range of indoor and outdoor activities.</li> </ul>	<ul style="list-style-type: none"> <li>To use initiative within confines of working parameters</li> <li>Be able to empower people</li> </ul>