

SPECIALIST EDUCATION SERVICES

Person Specification in Relation to the Support Worker Role

CANDIDATE INFORMATION

Person Specification		Essential (E) Desirable (D)	Evidence may be available from:		
			Applic. Form	Interview	References
Appearance/Demeanour					
1.1	Clean and neat appearance.	E		✓	
1.2	Confident bearing.	E		✓	
1.3	Ability to create a good impression with children, young adults, professional colleagues and parents.	E		✓	✓
1.4	Clear well-articulated voice with appropriate volume and pace.	E		✓	
1.5	Displays appropriate interpersonal skills in interaction with others.	E		✓	✓
Education, Qualifications and Training					
2.1	English Language or Literacy Qualification at Level 1.	E	✓		
2.2	Started or completed Level 3 Diploma in Care (or equivalent), or willing to commence on appointment.	E	✓	✓	
2.3	Professional development undertaken to maintain up to date knowledge in selected field.	E	✓	✓	✓
2.4	5 GCSE's 9 – 1 (A* to G) including English and Maths.	D	✓		
2.5	Evidence of willingness to undertake further relevant or higher qualification in subject area related to professional role.	D	✓		
Experience/Skills					
3.1	Enthusiasm and/or successful experience for working with challenging young adults.	E	✓	✓	✓
3.2	Good communication skills both written and oral.	E	✓	✓	

3.3	An understanding of the issues around dealing with children and/or young adults displaying social, emotional and mental health complexities.	E	✓	✓	✓
3.4	Evidence of the ability to work both individually and collaboratively.	E	✓	✓	✓
3.5	An awareness of the requirements of working in a residential care setting.	E	✓	✓	✓
3.6	Evidence of sound personal organisation skills.	E		✓	✓
3.7	An interest in working with parents/carers and families	E	✓		✓
3.8	An appreciation of the professional support worker role.	E	✓	✓	
3.9	Evidence of suitable leisure time pursuits relevant to the young adults' needs.	D	✓	✓	
3.10	Evidence of the ability to arrive at decisions and reflect on their outcomes.	D		✓	✓
3.11	Evidence of administrative competence.	D		✓	✓
3.12	Evidence of computer literacy, keyboard skills, software knowledge, and an understanding of communications technology	E	✓	✓	✓
Motivation/Career Pattern					
4.1	Evidence of self motivation, the ability to be self-critical and a willingness to evaluate his/her own performance.	E	✓	✓	✓
4.2	A commitment to developing and improving his/her professional skills.	E	✓	✓	✓
4.3	An ability to enthuse and motivate young adults.	E		✓	✓
4.4	An understanding of flexibility required in working in a 52 week home.	E	✓	✓	✓
4.5	An awareness of the nature of working a shift pattern and the potential impact of this on your personal life and energies.	E	✓	✓	✓
4.6	Evidence of having thought about future career prospects.	D	✓	✓	✓
Interests					
5.1	An interest in and commitment to working with young adults with special educational and social needs.	E	✓	✓	✓

5.2	Interests outside the field of care and education.	E	✓	✓	
5.3	Evidence of a variety of cultural and social interests.	D	✓	✓	
5.4	Evidence of further reading in relevant and allied professional areas.	D	✓	✓	
Attitude, Temperament, Personal Qualities					
6.1	Evidence of leadership qualities and potential for growth	E		✓	✓
6.2	Ability to think and act innovatively	E		✓	✓
6.3	Tact, discretion and sensitivity.	E		✓	✓
6.4	A sense of humour and warmth of personality.	E		✓	
6.5	Reliability, persistence and an even temperament.	E		✓	✓
6.6	Evidence of a caring nature that facilitates empathy as opposed to sympathy.	E		✓	
6.7	Self confidence in discussion with colleagues or when addressing a group of adults.	E		✓	✓
6.8	High level of emotional resilience in working with complex needs and challenging behaviours. You will need to be personally emotionally robust and resilient when coming under pressure from outbursts of abusive, aggressive and physically demonstrative behaviour, or observing others in these circumstances.	E	✓	✓	✓
6.9	Loyalty.	E	✓		✓
6.10	Ability to relate well to other adults even on first meeting.	E		✓	
6.11	Evidence of strength of character.	E	✓	✓	✓
6.12	Awareness of the need for objectivity.	E		✓	
6.13	Evidence of being a team player.	E	✓	✓	✓
Physical Capability					
7.1	Eyesight, hearing and physical stamina appropriate to the needs of the post.	E		✓	✓
7.2	Physically capable of engaging in a range of activities with young adults as exemplified by:	E		✓	✓

	- residential camps and trips away involving outdoor and adventurous activities, - sporting and recreational activities formal and informal which will require your active participation, e.g. walking, swimming, cycling, gym, ice skating, hide and seek, rounders, etc				
7.3	You will need to be personally comfortable with, and capable of, performing physical intervention and safe holding in accordance with our written policy and training.	E	✓	✓	✓
General Circumstances					
8.1	Potential for future professional development and promotion.	E	✓	✓	✓
8.2	Holds full current driving licence.	E	✓		
8.3	Understands the need to safeguard and promote the welfare of children and young adults.	E	✓	✓	✓