

PERSON SPECIFICATION

The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.

*Successful candidates **MUST** have the potential to achieve the knowledge and skills requirements of their second gateway.*

Job Title: Senior Support Worker

Department: Learning Disability and Forensic SBU

Date last reviewed: 03/01/2024

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS/EDUCATION/TRAINING Examples: Evidence of academic achievement to at least GCSE level or equivalent in English, Maths, and a science subject A relevant care qualification	A/I/T X	A/I/T X
PREVIOUS EXPERIENCE Examples: Experience of working with people who have learning disability and who may have mental health needs and/or challenging behaviour	A/I/T X	A/I/T
SKILLS/KNOWLEDGE/ABILITY The ability to work under the direction and indirect supervision of qualified practitioners.	A/I/T X	A/I/T

The ability to deliver the band 4 role within an agreed care plan.	X	
COMMUNICATION SKILLS		
Excellent written, verbal, and non-verbal communication skills.	X	
Ability to use the appropriate reporting structure as timely to individual situations.	X	
Willingness & ability to promote the independence and social inclusion of people with a learning disability.	X	
ANALYTICAL SKILLS		
Knowledge and skills in behaviour management.	X	
Decision making skills both in routine practice and in crisis situations.	X	
Knowledge & skills of non-adverse risk assessment & management planning.	X	
PHYSICAL SKILLS		
IT Skills	X	
To be able to maintain clear professional boundaries with service users and carers.	X	
Knowledge and skills in behaviour management.	X	
Ability and willingness to work flexibly over a 7 day a week rota.	X	
To have a full UK driver's license and have access to a motor vehicle for use at work and drive to appointments within the locality (East & North Hertfordshire).	X	
PHYSICAL EFFORT		
To be able to negotiate different types of environments, e.g., patients own homes, hospital settings, community/office bases.	X	

MENTAL EFFORT Regular requirement to concentration, frequency, and consequences of interruptions. Include if the patient group has limited understanding or challenging behaviour.	X	
EMOTIONAL EFFORT Regular requirement to deal with distressing or emotionally charged situations. Ability to work over a 7-day rota within the hours of 9am to 9pm during weekdays and 9am to 5pm on weekends and Bank Holidays	X X	
ADDITIONAL INFORMATION Values/Motivational/Personal Qualities/Diversity <ul style="list-style-type: none"> • Welcoming • Kind • Positive • Respectful • Professional 	A/I/T X	A/I/T

A- Application Form

I – Interview

T – Test


Our values
Welcoming Kind Positive Respectful Professional

