



Person Specification

Job Title

Care Support Worker

Qualifications



Essential

1. Level 2 NVQ in Health and Social Care or equivalent or be willing to work towards this qualification	A/I
2. Meds and PEGs trained and qualified or able to complete qualification within the first six months of role	A/I

Desirable

3. Level 2 or equivalent in Maths and English	A/I
4. Be responsible for and actively engage in own personal development	A/I

Key skills

Essential

5. Good standards of verbal and written communication	A/I
6. Ability to prioritise and manage own time	A/I
7. Good organisational skills (able to plan workload)	A/I
8. Ability to work collaboratively with a multi-disciplinary team	A/I
9. Ability to maintain professional boundaries	A/I
10. Ability to work in a challenging and pressured environment	A/I
11. Ability to demonstrate empathy, patience, understanding and react with sensitivity having regard to individuals' wishes	A/I
12. Ability to be flexible and have an easily adaptable approach to meet the needs of each citizen.	A/I
13. To read and understand support plans/risk assessments and provide appropriate care accordingly.	
14. Ability to work in a very changeable environment. (The nature of Short Breaks is that our citizens are not permanent residents and access the service dependant on how many nights have been allocated at panel)	
15. To work as part of a team but also use own initiative.	
16. A non-discriminatory approach	

Desirable

17. Understanding of own abilities, limitations and when to seek support	A/I
18. Basic IT Skills	A/I

Experience

Desirable

19. Experience of working with people with challenging and complex needs and disabilities	A/I
	A/I

Knowledge

Essential

20. Understanding the need for confidentiality	A/I
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Desirable



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21. Understanding of person-centred care	A/I
22. Understanding of complex care needs for young people to adults	A/I
23. Understanding of Safeguarding issues	A/I

Other personal requirements

Essential

24. Flexibility to work the hours and days to meet the varying needs of the college. This is likely to include weekends, evenings and bank holidays	A/I
25. The Department of Health and Social Care (DHSC) have amended the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 so that, from 11 November 2021, all care home workers and other visiting professionals will need to be fully vaccinated against COVID-19, unless they have an exemption or there is an emergency. The Covid-19 vaccine is a mandatory requirement of this role unless you have a medical exemption	

Desirable

26. Access to a vehicle	A
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✓ How we intend to assess your match with our person specification

A Application Form

C Assessment Centre

I Interview