

PERSON SPECIFICATION		Essential Desirable	Assessment Method
JOB TITLE:	Support Worker		
KNOWLEDGE & EXPERIENCE			
Qualification	Level 2 Qualifications & Credit Framework Diploma (QCF) or equivalent i.e. NVQ2	D	
	Willingness to work towards achieving Level 3 Qualifications and Credit Framework Diploma (QCF) and undertake other training.	E	
Experience	Experience of supporting people with learning disabilities or other vulnerable people and understanding of their likely needs.	D	
	Experience of providing personal care to individuals	D	
	Experience of working with people with challenging behavior or ability to defuse situations.	D	
	Experience of lone working	D	
Knowledge	Some knowledge of health and safety	E	
	Understanding of domestic routines and social and community facilities	E	
	Understanding of social care	D	
	Understanding of and commitment to person-centered support	E	
	Demonstrates understanding & commitment to equality	E	
SKILLS & COMPETENCIES			
Skills/competence	Able to respond to emergencies, make/take decisions, work independently and as part of a team	E	
	Skills in working with vulnerable people in a domestic or community setting.	D	
	Advocacy skills	E	
	Good numeracy, literacy and communication skills	E	
Personal	Patient, positive and able to empathize	E	
	Physically and emotionally capable of undertaking duties	E	
	Able to do shift work and attend work at varying sites and varying hours which may involve sleep-ins within a 24/7 context including ability to cover shifts in emergencies at short notice.	E	
	The ability to drive – <i>this can only be included if the person can't travel any other way; may also include needing access to a car for some domestic services Amend for each post as applicable</i>	E/D	
Additional Information (*delete as applicable)		Assessment Key	
* Disclosure and Barring Services (formally	This post is identified as involving working with vulnerable people, or is a position of trust. Employment is subject to an acceptable DBS disclosure and eligibility to work in the UK. Further guidance will be provided at the appropriate stage of the selection process.	A	Application Form
		B I	

known as CRB)	R F	References
	W S	Work Sample
	A T	Ability Test
	P T	Psychometric Assessment

Service User Requirements	
<Insert employee name>	Signed Date
The kind of person I want to support me will have the following :	Name of Service User
Experience	
Knowledge	
Skills	
Personal	