

NORTON HOUSING AND SUPPORT LTD
SUPPORT WORKER - PERSON SPECIFICATION

Assessment:
1 - meets criteria well
2 - meets criteria adequately
3 - does not meet criteria

<u>1. Attitude / Personality</u>	Essential / Desirable	Assessment			Comments
		1	2	3	
Warm, empathic	E				
Considered and sensible approach, with a "can do" attitude	E				
Genuinely driven with a desire to make a difference in people's lives	E				
Calm under pressure	E				
Reliable	E				
A flexible approach to work	E				
Willingness to undergo any necessary training and personal development	E				
Self motivated	E				
A strong commitment to inclusive working	E				

2. Skills	Essential / Desirable	Assessment			Comments
		1	2	3	
Effective communication & interpersonal skills (verbal and written)	E				
Active listening skills and ability to apply Unconditional Positive Regard	E				
Ability to manage and organise own time	E				
An understanding of the need to promote independence and an ability to explain how this might be achieved	E				
Team working skills	E				
Ability to earn and maintain the trust of clients / involved relatives and staff from other organisations	E				
Ability to tailor approach based on the needs of individual clients	E				
Valid driver's licence and access to a vehicle in order to travel between sites	E				
Literate and numerate	E				
Ability to carry out light domestic duties and support people with cooking.	E				

<u>3. Experience, Qualifications and Knowledge</u>	Essential / Desirable	Assessment			Comments
		1	2	3	
Demonstrable experience in providing positive and engaging support for people with mental health needs, including promoting independence	E				
Minimum of 2 years experience and / or a minimum of level 2 qualification in Health and Social Care or similar related subject	E				
Appropriate qualification / working towards qualification, e.g Awareness of Mental Health Needs, NVQ	D				
An understanding of safeguarding issues	E				
An understanding of strong professional boundaries and how to maintain them	E				
An understanding of confidentiality and how/when this should be maintained	E				

Summary			
Successful	Unsuccessful	Reserve	Notes:
Completed by:			
Date:			