## ST ELIZABETH’S PERSON SPECIFICATION

JOB TITLE : Care and Support Worker - Windhill (Adults)

**LOCATION : Windhill, Bishops Stortford, Hertfordshire, CM23 2GE**

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|  | CRITERIA\*(Unless marked as ‘Desirable’, all shown are Essential) | **Method of Assessment** |
| **Knowledge, Skills and Qualifications** | Level 2 or equivalent qualification in Health & Social Care  OR Willing to train  Numerate and literate to the equivalent of GCSE level 4 in Maths & English (Qualifications are NOT essential)  *Desirable only:* Basic awareness of learning disabilities, epilepsy or autism | Application  Interview  Qualification  Selection exercise |
| **Experience** | *Desirable only:* Experience of providing care and support to vulnerable people in a paid or voluntary capacity | Application  Interview  Reference |
| **Abilities and Skills** | Ability to communicate clearly, face to face and in writing  Able to understand and follow instructions  Able to work safely without direct supervision  Collaborative team working skills | Application  Interview  Reference |
| **Other attributes** | Commitment to:   * The work and ethos of St Elizabeth’s * Equality and promoting respect and dignity for all * The care and well-being of people   Boundaries between professional and personal relationships  Confidence to speak up assertively for self and others  Compassion, patience and understanding  Adaptable and able to work in a challenging and changing environment  Able to cope in an emergency  Emotional resilience to work with people whose behaviour can challenge the service at times  Commitment to undertake further training and development as necessary  A desire to enable others and make a positive difference to people’s lives | Application  Interview  Reference |
| **Special Circumstances** | Suitability to work with adults at risk and children\*\*  Willing and able to undertake the following as required after training:   * Moving and positioning of residents (including hoists and wheelchairs) * Apply crisis prevention and intervention techniques * Assist residents with all aspects of personal care * Work with people whose behaviour, due to the nature of their disability, can challenge the service at times. * Support and accompany residents with leisure activities including swimming * To assist / Carry out the preparation, cooking and ensure the safe storage of food, meeting the nutritional needs of service users.   Use Personal Protective Equipment as provided.  Able to work a shift pattern, including some unsocial hours (usually a mixture of late and early shifts, with some weekend working)  Full UK Driving Licence and willing to drive St Elizabeth’s Vehicles | DBS  Interview  Pre-employment health check via Occupational health service  Application/ Interview  Application/ Interview |

*\*Reasonable adjustments will be considered under the Equality Act 2010* cid:image002.png@01D1EF05.FF621CF0