## 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 | ApplicationInterviewQualificationSelection exercise |
| **Experience** | *Desirable only:* Experience of providing care and support to vulnerable people in a paid or voluntary capacity | ApplicationInterviewReference |
| **Abilities and Skills** | Ability to communicate clearly, face to face and in writing Able to understand and follow instructionsAble to work safely without direct supervision Collaborative team working skills | ApplicationInterviewReference |
| **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 relationshipsConfidence to speak up assertively for self and othersCompassion, patience and understandingAdaptable and able to work in a challenging and changing environmentAble to cope in an emergencyEmotional resilience to work with people whose behaviour can challenge the service at timesCommitment to undertake further training and development as necessaryA desire to enable others and make a positive difference to people’s lives | ApplicationInterviewReference |
| **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 | DBSInterviewPre-employment health check via Occupational health service Application/ Interview Application/ Interview |

*\*Reasonable adjustments will be considered under the Equality Act 2010* 