

Support worker Person Specification

These are the qualities and behaviours that Hft support staff must have.

The first four areas are standard across Hft. The final, person-centred area is to suit the specific service, and the people it supports, for this vacancy.

Communication – we need people who

- Like being around people
- Value input from others
- Are good listeners
- Are willing to try new approaches
- Are able to communicate using a range of methods
- Communicate openly with people
- Articulate views with passion and understanding
- Speak clearly using positive, simple, straight forward language
- Articulate how they feel

Respect – we need people who

- Value the views of others
- Are kind and thoughtful to others
- Have a positive outlook
- Are tolerant of people who have different views
- See the person first not the disability
- Respect others point of view
- Are well-mannered and polite to everyone they come into contact with
- Tackle issues with a positive frame of mind
- Work at a pace comfortable to the person they are supporting

Cares About – we need people who

- Are passionate about working in social care
- Can adapt to changing routine and demands, for example those created by the coronavirus pandemic or other future unforeseen circumstances
- Are enthusiastic about supporting people
- Are patient with people
- Behave in a person centred way
- Are interested in the people they support

Creative Thinking – we need people who

- Have a 'can do' attitude
- Think imaginatively and encourage people to engage in a variety of activities during the pandemic, promoting physical and mental wellbeing
- Communicate positively with people using a range of methods
- Are enthusiastic
- Use their initiative
- Present themselves confidently
- Freely express their views and asks questions

Person Centred 'must haves' – we need people who

- Are able to work shifts, including weekends, some nights and Bank Holidays
- Have a caring nature
- Are positive about being actively involved and participating in leisure and learning activities that the person wishes to participate in including swimming, bowling and going to the gym, etc.
- Are active enough to be able to support people to go shopping, go to the bank and walk to other amenities in the local area
- Are positive about providing support to a person in the planning, preparing and attending of holidays that they choose
- Are able to recognise when support is needed i.e with cleaning, cooking, booking and attending appointments and participate in this task
- Are able to use a computer or would be willing to learn in order to record outcomes for the people we support
- Are prepared to sleep-in within our services, this will enable the needs of the people we support to be met
- Have a 'flexible' attitude when it comes to meeting the needs of the people we support, this may mean from time to time you will be required moved between services to actively support individuals

Person Centred 'nice to haves' – we need people who

- Have experience in moving and handling
- Have an awareness or knowledge of Dementia and learning disabilities