



Person specification Co-Worker

Essential

Values

- An openness to using the principles of social therapy and social pedagogy
- An understanding of what a person-centred approach in care practice means

Experience

- Experience, paid or unpaid, of supporting someone with a learning disability or autism

Qualifications

- Achieved or willing to work towards suitable qualification to comply with SSSC registration requirement – SVQ2 in Health and Social Care as a minimum, ideally SVQ3. This applies to supported living and residential care services, not to day service Co-Worker until 2020.
- Maintain SSSC registration and Continuous Professional Development requirements

Knowledge

- An understanding of the needs facing people with learning disabilities
- Awareness of autism and how it may affect an individual
- Appreciation of ideas underpinning community

Skills

- Excellent communication skills, particularly recognising the importance of listening.
- Flexibility and resilience
- Ability to support people in small groups, and in one-to-one
- Ability to work effectively as part of a team
- Ability to organize and lead a small group work project
- Ability to enable a person to participate meaningfully in work and other activities
- Ability to work on own initiative and “think for yourself”
- Ability to update care documents and prepare reports using IT
- Ability to work in partnership with parents and external stakeholders

Attributes

- Empathy and compassionate approach
- Patience
- Willingness and capacity to work indoors and outdoors
- Willingness to learn and continuously develop

Desireable

Experience

- Experience of supporting people with needs that may include *epilepsy requiring emergency medication, challenging behavior, autism, complex physical needs*
- Experience of keyworking and working in partnership with families, carers, professionals

Qualifications

- SVQ2 in Health and Social Care or equivalent
- Training in First Aid, Epilepsy, Moving and Handling

Knowledge

- Understanding of a Camphill community values and ethos
- Knowledge of social pedagogy and / or social therapy
- Understanding of 'outcomes' in relation to working in the care sector
- Knowledge of communication tools and person centred approaches used with people with learning disabilities or autism
- Awareness of key policy and legislation affecting services for adults with learning disabilities and autism

Role Specific Person Specification

See the cover letter for role specific requirements