



Day Service CO-WORKER PERSON SPECIFICATION

ESSENTIAL

Values

- An openness to working with and learning about Social Pedagogy and Social Therapy.
- A commitment to and understanding of person-centred care practice.
- A respect for the creative potential of people with learning disabilities and autism.

Skills and Knowledge

- Ability to build good working relationships with adults with learning disabilities and autism based on respect and listening
- Ability to support someone 1-1 including managing any behaviour that challenges
- Ability to support a small group of people and take initiative of work projects
- Ability to work as a member of a team
- Ability to support a person with epilepsy after appropriate training
- Ability to support a person to participate in the activities and learn new skills
- Ability to work in partnership with families and carers
- Knowledge of autism and non-verbal communication
- Proficient IT skills in order to produce minutes, update support plans, risk assessments

Attributes and Personal Qualities

- Empathy
- Communication
- Self-reflection
- Willingness and capacity to work indoors and outdoors
- Willingness to learn and continuously develop
- Understanding of your own professional role and boundaries.

Experience

- Experience of supporting someone with a 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 does not apply to day service Co-Workers until 2020 at the earliest.

Maintain SSSC registration and Continuous Professional Development requirements.

Role Specific Specifications

In addition to the general person specification we are seeking people with creative, practical backgrounds and specifically in the following areas:

Post 1: For the GARDEN post, full-time Monday to Friday

The focus of the group's work is the large community garden which includes a main vegetable garden, flower beds, polytunnels, and space for firewood production.

The Garden Group tackle tasks such as growing from seed, planting, caring for the soil, and harvesting, following the cycle of the seasons. They plant bulbs for spring, and cut the grass and hedges in summer.

Experience, knowledge, skills in gardening or other outdoor land activities

Post2: For the WOODWORK post, part-time Thursday and Friday

We are ideally looking for someone with experience in supporting people with disabilities or autism. However, we would consider applications from people without this experience if they have relevant woodwork experience and skills, and the right values and attitudes and are open to learning the skills of support work.

Post 3: For the ARTS & CRAFTS post, part-time Monday to Wednesday

The May group is the hub for general arts and crafts activities. Together with our members with learning disabilities we aim to teach specific craft skills and produce unique items for our annual fairs and for our community.

Our work mainly focuses on weaving, felting and papercraft. We value and often focus on crafts around seasonal changes and preparation for specific festivals.

Our work is based on doing and learning together. We don't expect new staff to arrive with excellent crafts skills, but we do expect willingness to learn and develop specific skills to be able to effectively support our main craft projects.

We work with a variety of people with different abilities, most people needing high level of support. Most co-workers are assigned to support one person each day, while still being part of and interacting with the group as a whole.

A small sub-group is responsible working in our kitchen, preparing teabreak and lunch for the group. Co-workers occasionally might be asked to assist work in the kitchen.

We expect our staff members to have a good knowledge and understanding of working with people with learning disabilities and autism. Previous experience within the disability field is essential.

It is important that you refer to the Person Specification in completing the application form and, in particular, state which role/s you are interested in being considered for