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**Oakprice Limited**

**The Old Rectory Person Specification – Care Assistant**

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| **Essential Attributes to Support Your Application** | **Useful Attributes to Support Your Application** |
| **Values**  • Able to demonstrate empathy with, and genuine commitment to, the values and goals of a home which supports individuals with Learning Disabilities, Autistic Spectrum Disorder and other associated complex health needs   * Able to demonstrate commitment to the provision * Able to demonstrate awareness of issues effecting people with disabilities, in particular those with Learning Disabilities and Autism. * Able to demonstrate desire to empower people. * Genuine desire to support people with learning disabilities with day to day living. |  |
| **Experience**   * Experience of communicating in a variety of different ways. * Experience of working within a team and lone working. | * Experience of supporting people with Learning Disabilities, their families and support staff * Experience of supporting people with personal care. |
| **Knowledge**   * Knowledge of the needs and rights of people with a learning disability and an understanding of the issues which people may face. * Knowledge of equal opportunities and anti-discriminatory practice. * Knowledge of workplace health and safety and management of risks. | * Knowledge of local community. * Knowledge of the additional needs of older people and people with complex needs. * Knowledge of Care Standards Act, whole life reviews. |
| **Skills**   * Able to develop positive relationships with residents, colleagues and families. * Able to handle difficult situations sensitively. * Able to demonstrate a good understanding of the importance of choice, rights, risk taking and empowerment. * Able to support people in a way that respects choice, respect and privacy. * Able to complete clear and accurate written and financial records. * Able to follow policy and procedures. * Able to demonstrate good organisational skills and ability to meet deadlines. * Able to demonstrate an ability to acquire new skills and knowledge rapidly. * Able to confidently work as part of a team or on own prioritising objectives, delegating tasks, monitoring progress and communicating effectively between shifts/colleagues. * Able to support and induct staff. |  |
| **Commitment**   * Able to work with initiative to make things happen. * Flexible attitude to work and supporting organisation as a whole. * Able to work unsocial hours on a rote basis including evenings, weekends, bank holidays, ‘sleep ins’ and to provide emergency cover from time to time. * Able to accompany residents on outings and holidays away for the residential home. * Consistent good attendance record. * Able to travel to meet the requirements of the job. * Good health and fit to perform manual handling work, lifting etc. * Commitment to own professional development and the acquisition of further skills and knowledge. | * Clean driving licence and own transport available and insured for business use. |
| **Education**   * Willing to complete the care certificate, induction and foundation training with first 6 months in post and achieve NVQ level 2. * Able to train as a first aider and maintain qualification. | * Completed the care certificate * , induction and foundation NVQ level 2 or equivalent. * Training and qualifications in related subjects such as health and safety, food hygiene, protection of vulnerable adults. |