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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.
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| **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.
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| **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.
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| **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.
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| **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.
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| **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.
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