

**PERSON SPECIFICATION
BENSHAM RESOURCE CENTRE
SUPPORT WORKER**

Criteria	Standard	E/D	Measurements
Education and qualifications	Commitment to ongoing training. First Aid, Food Hygiene, Health and Safety, COSHH and any other relevant courses/ qualifications.	Essential Desirable	Documentary evidence from the application form probing at interview.
Experience	Experience in the Care/Education field either paid or unpaid.	Essential	Application Form , interview, reference, Exercise/ Test
Knowledge/ Skills	Ability to communicate in an effective and appropriate manner. Ability to read and write. Ability to work as member of a team. Ability to do basic numeracy. Ability to take initiative. Ability to follow instructions. Ability to delegate work to other Staff Ability to work unsupervised. Ability to handle difficult situations with minimum supervision. Ability to carry out household duties. Understanding of confidentiality. Understanding challenging behaviour, diabetes, epilepsy.	Essential Essential Essential Essential Essential Essential Essential Essential Essential Essential Desirable	Application Form , interview, reference, Exercise/ Test
Experience	Working within an autism and learning disabilities setting.	Essential	Application Form, Interview.
Personal Attributes	Available to work some evenings for special events. Available to attend meetings outside normal working Hours Able to deal with sensitive personal care tasks. Pleasant manner, smart appearance.	Essential Essential Essential Essential	Application Form, Interview. Application Form, Interview, Reference. Application Form, Interview, Reference. Interview
Other	To hold a clean manual driving licence Swimmer or non-swimmer but prepared to go into the pool. Thorough knowledge of I.T. Skills Arts & Crafts, Cooking, Music, Sensory Skills	Essential/ Desirable Essential Essential Desirable	Interview / Driving License. Interview Interview

Candidates who do not meet the essential Criteria need not apply