**SWALLOW Ltd**

## Person specification for Support Staff

### Essential qualities:

- Experience of working with people with learning disabilities in a training/supporting role.
- To be willing to listen to, respect, and respond to what people with learning disabilities say.
- To have a calm flexible approach and an ability to work as a member of a team.
- To have good communication skills and be willing to liaise with SWALLOW members, other staff members of the team, parents, health and social care professionals and other provider organisations.
- To have the ability to communicate with people with learning disabilities in an accessible manner.
- To have a good understanding of equal opportunities.
- To be able to take responsibility and be willing to be the sole worker when required to do so.
- Must be happy to complete the Care Certificate during induction period (3 months or 6 months depending on number of contracted hours).

### Desirable qualities:

- To have some knowledge of local area.
- To have a full driving licence and a car available to use at work.
- To have experience of supporting people living in their own homes with some knowledge of good practice policy.
- Some knowledge of legislation relating to supporting adults in housing such as Data protection, Health and Safety and Human Rights.
- To have experience of being part of a user led organisation.
- To have experience of working within the Quality Care Commission framework and some knowledge of the National minimum care standards.
- To have been involved in the application of care plans and risk assessments.
- To have, or to be working towards Diploma level 3 in Heath and Social Care (Adults).

- Have knowledge of the legislation involved in protecting vulnerable adults from abuse.
- Ability to display conflict resolution skills.