

Lancashire County Council

Person specification		
Post title: Enablement Support Worker	Grade: 5	
Service : Enablement Service Operations and Delivery Adults	Post number:	
Establishment or team: Lancashire Adult Disability Services at:		
Requirements	Essential (E) or Desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
Qualifications		
QCF level 3 Diploma in Health & Social Care / NVQ level 3 Health & Social Care	D	AF
Care Certificate	D	AF
Experience	D	AF/I
To have worked in a team	D	AF/I
To have worked independently, being accountable to supervisors	D	AF/I
To have helped someone else to learn a new skill	D	AF/I
To have supported someone with a disability/care need	D	AF/I
To have worked with people from different cultures and religious communities	D	AF/I
Knowledge and skills		
Ability to demonstrate an understanding of the needs of people with disabilities and promotion of independence, including those who may have more with more complex needs.	E	AF/I
Knowledge of procedures for a wide range of tasks in order to support individuals with differing levels of support needs.	E	AF/I
Ability to plan and implement approaches in which individuals can achieve maximum independence and develop new skills and engagement with their local community.	E	AF/I
Ability to interpret information or situations and solve varied problems or develop solutions/plans.	E	
Ability to ensure the wellbeing and health & safety of individuals is not compromised whilst undertaking any tasks.	E	
Ability to identify and monitor the achievement of outcomes, and respond independently to unanticipated problems/situations,	E	AF/I
Strong communication skills, both verbal and written, which enable you to work with a variety of people across a range of different situations	E	AF/I
Ability to assist and advice on personal care for individuals	E	AF/I
Ability to work as part of a team, including an ability to liaise with other health care/social work professionals	E	AF/I
Ability to work without supervision and able to use own initiative to make decisions about how tasks are carried out.	E	AF/I
Ability to value diversity and work across cultures	E	AF/I
Knowledge of local community services, such as education and leisure facilities	D	AF/I

Knowledge of current legislation and policy relevant to the support of individuals with disabilities including assessment and care planning processes	D	AF/I
Other (including special requirements) 1. Commitment to equality and diversity 2. Commitment to health and safety 3. Commitment to continuous professional development including a requirement to attend relevant training and meetings 4. Attend work on a regular basis and undertake weekend/shift work, bank holidays if required. 5. Display the LCC values and behaviours at all times and actively promote them in others 6 to work countywide on occasion if required.	E E E E E E	I I I I I
Date: Sept 2023		
Note: We will always consider your references before confirming a job offer in writing.		