**Lancashire County Council**

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| **Person specification** | | | |
| **Post title:** Community Support Worker | | **Grade:** Grade 4 | |
| **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 |
| City & Guilds Induction Programme | 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 and promote the needs of people with disabilities, including those with more complex needs and those who display challenging behaviours | E | | AF/I |
| Ability to work with others to plan, develop, provide and review effective supports for individuals and their carers | 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 undertake personal care supports, including those for individuals with profound and complex needs | 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 | 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 learning disabilities | 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 4. Attend work on a regular basis and undertake weekend/shift work, bank holidays and sleep in shifts 5. Display the LCC values and behaviours at all times and actively   promote them in others | E  E  E  E  E | | I  I  I  I |
| **Date:**  January 2024 | | | |
| **Note: We will always consider your references before confirming a job offer in writing**. | | | |