

Person Specification

Values: Dignity & Respect	Essential	Desirable	How to Evidence
Treat people with dignity and respect and practise in line with the Equality Act 2010			
Ability to listen, consider and communicate in an open, accurate and clear way			
Ability to maintain dignity and comfort (especially during intimate or sensitive care)			
Understand: Confidentiality of personal information, promoting residents' rights about choice and how they want to be supported			
Having respect for residents, their families and their environments at all times			
Managing behaviours that have the potential to challenge sensitively			
Values: Learning and Development	Essential	Desirable	How to Evidence
Has a commitment to learning and development, aware of self and willingness to reflect on own practice and how this can be improved			
Honest and transparent with the courage to speak up if something is wrong			
Able to support, develop residents, colleagues and others, a willingness to share knowledge and best practice as well as contribute to new ideas and suggestions for better outcomes			
Values: Teamwork	Essential	Desirable	How to Evidence
Works with colleagues to enable, empower, encourage each other and residents to do things from themselves. Ability to form professional relationships, commit to achieving goals and objectives			
Ability to communicate effectively and handover information to colleagues and others within the multidisciplinary team			
Able to prioritise and understand other people's priorities whilst respecting their choices with the ability to adapt to suit individual needs and situations			
Willingness to develop professional relationships with other professionals and agencies to gain further information and support			

Values: Quality & Safety	Essential	Desirable	How to Evidence
Dedicated to delivering support to residents in a person-centred manner where each resident is at the centre of everything			
Supports others in a warm, kind, empathetic and reliable manner with integrity and professionalism			
Can respond calmly to events and is able to support residents with positive risk taking, whilst communicating the consequence of those risks with others			
Takes personal responsibility and understands professional boundaries			
Has the courage to raise concerns around practice that could impact the outcome for residents			
Values: Education & Qualifications	Essential	Desirable	How to Evidence
A good standard of education			
QCF, NVQ, RQF Diploma, relevant qualifications for the role applied for			
Good Maths, English, Written and Verbal			
Values: Experience	Essential	Desirable	How to Evidence
Previous experience of working in a similar environment			
Previous experience of working in a similar role			
Experience of working with people, in particular, those that may have additional support needs.			
Role-specific skills: In accordance with the job description	Essential	Desirable	How to Evidence