

Specialist Support Worker Person Specification



1. Qualifications & Training

Criteria	Essential	Desirable
Level 2 qualification in Health & Social Care or equivalent (or working towards)		✓
Level 3 qualification in Health & Social Care or equivalent (or working towards)		✓
Awareness of or training in safeguarding adults	✓	
Awareness of or training in Positive Behaviour Support (PBS) or Active Support	✓	
First Aid certification		✓
Food hygiene or catering safety training		✓

2. Experience

Criteria	Essential	Desirable
Experience supporting adults or children with a learning disability, autism, dementia or brain injury	✓	
Experience delivering or supporting structured learning, group activities or day services	✓	
Experience providing personal care respectfully and safely		✓
Experience supporting individuals with a range of communication needs	✓	
Experience working within safeguarding and risk management frameworks		✓
Experience guiding or supporting colleagues or volunteers		✓
Experience of care or support work in a community or education setting		✓
Experience supporting people with behaviours that challenge		✓

3. Skills, Knowledge & Abilities

Criteria	Essential	Desirable
Strong understanding of person-centred and strengths-based approaches	✓	

Criteria	Essential	Desirable
Ability to provide high-quality, compassionate support in personal care, learning and wellbeing	✓	
Understanding of Active Support and enabling independence		✓
Knowledge of Positive Behaviour Support principles		✓
Knowledge of accessible communication methods (e.g., visual supports, easy read)		✓
Ability to use calm, respectful communication with service users, families and colleagues	✓	
Good standard of literacy	✓	
Good IT skills for record-keeping and communication	✓	
Understanding of supported decision-making and the relevant legislation		✓
Awareness of trauma-informed practice		✓
Ability to contribute to safe manual handling and mobility support		✓

4. Personal Qualities & Values

Criteria	Essential	Desirable
Commitment to adhering to and promoting social care professional standards	✓	
Commitment to dignity, rights, inclusion and choice for people with learning disabilities	✓	
Patience, empathy, reliability and emotional resilience	✓	
Ability to work calmly under pressure and adapt to changing needs	✓	
Positive attitude and willingness to learn	✓	
Team-focused approach with the ability to motivate and support others	✓	
Ability and enthusiasm to create meaningful activities		✓
Commitment to equality, diversity and anti-discriminatory practice	✓	