

## The Next Step Trust

### PERSON SPECIFICATION: SUPPORT WORKER

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications	A caring and enthusiastic attitude and a passion to care for people with complex disabilities and health needs. The right attitude and willingness to learn.	NVQ Level 2 or higher in Health & Social Care or Equivalent. Or a minimum of 2 years' experience in supporting vulnerable adults. LDQ/Common Induction Standards or equivalent. Experience of working with people with learning disabilities	Application Form Interview

The Next Step Trust,

The Hoover Building, Halifax, HX1 2DN Tel. 01422 330938

[admin@nextsteptrust.co.uk](mailto:admin@nextsteptrust.co.uk) [www.nextsteptrust.co.uk](http://www.nextsteptrust.co.uk)

Registered Charity No. 1114197 Registered Company No. 5711840

Work Related Experience & Associated Skills	<p>To support Next Steppers with their personal needs-including meal time support and changes.</p> <p>Good organisational skills and ability to work on own initiative</p> <p>Good time management skills</p> <p>Ability to work independently and as part of a team</p>	<p>Experience of working with people with disabilities and their families</p> <p>Experience of working with voluntary organisations</p> <p>Bi-lingual or Multilingual skills.</p> <p>Planning and developing activities</p>	<p>Application Form</p> <p>Interview</p>
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Specialist Knowledge & Personal Attributes	<p>Ability to communicate effectively at all levels</p> <p>Well motivated and enthusiastic</p> <p>Calm, adaptable and flexible approach.</p> <p>Presentable appearance</p> <p>Sense of humour</p> <p>Commitment to Equal Opportunities</p> <p>A desire to do things better</p> <p>Reliable and conscientious</p>	<p>Knowledge of and commitment to the values and principles of Equality and Diversity</p> <p>Knowledge of person centred planning implementation</p> <p>Interests in outdoor pursuits, music, dance, theatre, art etc.</p>	Application Form Interview
Specialist Working Conditions	<p>Ability to work flexible hours including evenings and weekends</p> <p>To travel as necessary in the course of duties within the working day and within a reasonable distance</p> <p>To undertake appropriate training</p>	<p>To hold a Drivers Licence and be willing to use car for work and drive company transport including minibs and car.</p> <p>To hold D1 on Driving Licence</p>	Application Form Interview

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Job Related Skills	<p>Clear and comprehensive oral and written skills-good record keeping and report writing skills.</p> <p>Ability to develop and maintain close and effective working relationships with others</p>	Knowledge of relevant policies and procedures	Application Form Interview
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