

# HARPENDENMENCAP

ADULT RESIDENTIAL SERVICES

*The voice of learning disability*

Stairways  
19 Douglas Road  
Harpenden  
Hertfordshire  
AL5 2EN

Telephone: 01582 460055

Email: office@harpendenmencap.co.uk

Website: www.harpendenmencap.org.uk

## PERSON SPECIFICATION CASUAL SUPPORT WORKER ADULT RESIDENTIAL

	How Identified	
	App. form	Ref.
<b>1. KNOWLEDGE &amp; EXPERIENCE</b>		
<b>Essential</b>		
1.1 Working with adults with learning disabilities	√	√
<b>Desirable</b>		
1.2 NVQ/relevant qualifications (certificates to be made available)	√	
<b>2. SKILLS</b>		
<b>Essential</b>		
2.1 Ability to work as part of the staff team to create a safe, user led service including the safeguarding of vulnerable adults	√	√
2.2 Good written and verbal communication skills	√	√
2.3 Ability to implement and contribute to evaluation of individual care plans	√	√
2.4 Ability to organise, plan and make sound judgements under pressure	√	√
2.5 Ability to maintain records as required by Harpenden Mencap, and the law	√	√
<b>3. CARE ATTITUDES AND VALUES</b>		
<b>Essential</b>		
3.1 Commitment to confidentiality of information	√	√
3.2 Value the rights of people with learning disabilities to receive services which offer choice, dignity and security	√	√
3.3 Commitment to provision of high quality services which recognise each individuals personal beliefs and identity	√	√
3.4 An awareness that the workplace is someone's home	√	
<b>4. WORK ATTITUDES / CIRCUMSTANCES</b>		
<b>Essential</b>		
4.1 Positive attitude towards personal and team development and training	√	√
4.2 Good attendance record	√	√
4.3 Good punctuality record	√	√
4.4 Willingness to be flexible i.e. change shifts to meet users' needs	√	
4.5 Willingness to attend 'out of hours' training, meetings etc.	√	
<b>Desirable</b>		
4.6 To hold a current, clean driving licence	√	