Person Specification

Role: Assessment Support Worker

Criteria	Essential	Desirable	Evidenced A=Application R=Referee, INT=Interview, IND=Induction D=Document
Skills/Awareness:			
Understanding of Safeguarding	x		R/INT/IND/D
Adherence to boundaries	x		R/INT/IND
Understanding of child development		x	R/INT/IND/D
Understanding and maintaining confidentiality	x		R/INT/IND
Understanding of, and respect for, diversity	x		R/INT/IND/D
Ability to learn and apply new skills quickly		x	R/INT/IND
Effective communication	x		R/INT/IND/D
Functional literacy	x		A/R/INT/IND/D
Good general IT (Word, Browser, Data Entry) competence	x		R/INT/IND/D
Drug and Alcohol Awareness		x	R/INT/IND/D
Mental Health Awareness		x	R/INT/IND/D
Domestic Abuse Awareness		x	R/INT/IND/D
Qualifications/Training			
Children and Young People's Workforce Diploma, Social Care Pathway Level 3	x (or willingness to work towards)		D
Working with families' qualification or training		x	R/D
Drug and Alcohol Awareness training	x (or willingness to work towards)		R/D
First Aid	x (or willingness to work towards)		D
Mental Health awareness	x (or willingness to work towards)		R/D

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Domestic Abuse awareness	x (or willingness to work towards)		R/D
Child development training	x (or willingness to work towards)		R/D
Experience			
Safeguarding	x		R/INT
Family Assessment		x	R/INT
Child development		x	R/INT
Family Support		x	R/INT
Residential social care or support setting		x	R/INT
Recovery (drug, alcohol, mental health) work		x	R/INT
Individuals or families with complex needs		x	R/INT
Challenging behaviour		x	R/INT
Professional report writing		x	R/INT/D
Personal attributes			
Objectivity	x		R/INT/IND
Empathy	x		R/INT/IND
Non-prejudiced	x		
Sense of humour	x		R/INT/IND
Ability to stay calm under pressure	x		R/INT/IND
Honesty	x		R/INT/IND
Good personal awareness	x		R/INT/IND
Punctuality	x		R/IND
Adaptability	x		R/IND
Conscientiousness	x		R/INT/IND
Evening, weekend, unsocial hours availability	x		R/INT/IND

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