



Activity-based Support Worker - PERSON SPECIFICATION

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|--|
| Assessment: 1 - meets criteria well 2 - meets criteria adequately 3 - does not meet criteria |
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| 1. Attitude / Personality | Essential / Desirable | Assessment | | | Comments |
|--|------------------------------|-------------------|----------|----------|-----------------|
| | | 1 | 2 | 3 | |
| Warm, empathic and approachable | E | | | | |
| Considered and sensible approach, with a "can do" attitude | E | | | | |
| Excellent time-management | E | | | | |
| Genuinely driven with a desire to make a difference in people's lives | E | | | | |
| Calm under pressure | E | | | | |
| Reliable | E | | | | |
| A flexible approach to work | E | | | | |
| Willingness to undergo any necessary training and personal development | E | | | | |

| 1. Attitude / Personality (Cont.) | Essential / Desirable | Assessment | | | Comments |
|--|------------------------------|-------------------|----------|----------|-----------------|
| | | 1 | 2 | 3 | |
| Self motivated and energetic | E | | | | |
| A strong commitment to inclusive working | E | | | | |

| 2. Skills | Essential / Desirable | Assessment | | | Comments |
|--|------------------------------|-------------------|----------|----------|-----------------|
| | | 1 | 2 | 3 | |
| Effective communication & interpersonal skills (verbal and written) and the ability to work as part of a team and on own initiative | E | | | | |
| Active listening skills and ability to apply Unconditional Positive Regard | E | | | | |
| Ability to manage your own time and apply effective and responsive scheduling skills to a rota of regular activities | E | | | | |
| Understanding of and skill in producing person-centred and co-produced activities to aid personal development. | E | | | | |
| Empathy towards and ability to work with those residents with substance misuse concerns to encourage sobriety and maintain recovery | E | | | | |
| Ability to earn and maintain the trust of service users and related networks. | E | | | | |
| Ability and motivation to tailor delivery styles and methods based on the needs, cultural background, age and ability of individual service users. | E | | | | |

| 2. Skills (Cont) | Essential / | Assessment | | | Comments |
|---|--------------------|-------------------|----------|----------|-----------------|
| | Desirable | 1 | 2 | 3 | |
| Ability to apply a flexible, innovative and creative approach to working with a sometimes hard-to-engage and challenging client group | E | | | | |
| Understand and have the ability to adapt group activity-based sessions for a range of individuals including those with neurodivergance. | D | | | | |
| Ability to write session notes, and daily communications and gain quantitative and qualitative information and feedback on activities. | E | | | | |
| Ability to respond confidently and sensitively to individuals in crisis. | E | | | | |
| Reasonanble Independent means of transport | E | | | | |

| 3. Experience, Qualifications and Knowledge | Essential / | Assessment | | | Comments |
|--|--------------------|-------------------|----------|----------|-----------------|
| | Desirable | 1 | 2 | 3 | |
| Demonstrable experience in the creation and delivery of positive, engaging and enabling group support sessions for people with mental health needs that motivate and create healthy challenges to inspire personal and social development. | E | | | | |
| Minimum of 3 years demonstrable experience in developing and delivering workshops, skills-based personal development to ages 16+ and/or a minimum of level 2 qualification in Health and Social Care or related subject | E | | | | |
| Ability to use effective IT skills to develop and deliver creative and engaging activity sessions. | D | | | | |
| Appropriate qualification or working towards a Level 2 qualification in Understanding Mental Health or similar qualification. | D | | | | |
| Demonstrable experience of applying Trauma Informed Practice within a similar role or setting | D | | | | |
| Experience in identifying a mental health decline in service users. | E | | | | |

| 3. Experience, Qualifications and Knowledge (Cont) | Essential / Desirable | Assessment | | | Comments |
|--|------------------------------|-------------------|----------|----------|-----------------|
| | | 1 | 2 | 3 | |
| Experience of working with Care Teams and understanding of Community Mental Health Teams in Leicester/Leicestershire | D | | | | |
| Understanding of Safeguarding and how to identify and respond appropriately to safeguarding concerns. | E | | | | |
| Ability to understand and demonstrate the importance of strong professional boundaries and how to maintain them | E | | | | |
| An understanding of confidentiality and how/when this should be maintained | E | | | | |