

PERSON SPECIFICATION

POST: SUPPORT PRACTITIONER

You will operate, or develop to operate at, an established social care practitioner level and strive for accomplished practice. (Continuous Learning Framework)

No.	Criteria	Essential	Desirable
	Qualifications		
1	A willingness to complete a qualification in Social Service and Health Care at level 6 or 7 (SCQF) or other speciality recognised by the SSSC for registration purposes and if not already registered, to register with the SSSC within the timescale required, where relevant.	E	
2	Has completed a qualification in Social Service and Health Care at level 6 or 7 (SCQF) or other speciality recognised by the SSSC for registration purposes.		D
	Experience		
3	Has experience, personal, voluntary or professional of providing social care-type supports to an individual in their own home or in a social care, school or community setting. This may be informal.	E	
4	Has experience of providing direct supports to people who use social care services.		D
5	Has experience of undertaking tasks in a lone working environment and/ or with independence and initiative.	E	

6	Has experience of working with people who have barriers to social inclusion and supporting them to become more socially integrated.		D
7	Has direct experience of working with people who are at times chaotic and marginalised, whose behaviours can challenge services, and supporting them to become more socially integrated and able to access services.		D
8	Has experience of working in an environment where the SSSC Codes of Practice for Social Care Workers is adhered to.		D
	Values		
9	Must be able to demonstrate an understanding and commitment to the values that underpin social care focussing on inclusion, person centred approaches and citizenship.	E	
10	Must be able to demonstrate an understanding of the need to maintain professional boundaries between social care workers and people who use services and the role of a professional social care worker.	E	
11	Must be able to be wholly respectful towards all service users and colleagues and address issues constructively.	E	
	Other skills and knowledge		
12	Be able to demonstrate an understanding of the SSSC Code of Practice for Social Care Workers.		D

13	Must be able to demonstrate excellent interpersonal skills in order to communicate well with service users and colleagues at all levels in the organisation.	E	
14	Be able to demonstrate the skills used when supporting people.		D
15	Must be willing to develop skills used when supporting people through reflective practice, active learning, personal and professional development, supervision and feedback.	E	
16	Skills in following procedures and in recording including using basic IT.		D
	Service specific	Required	Not required
17	Have a full driving licence.		
18	Have access to and be prepared to use own vehicle for activities.		
19	Cooking and housekeeping skills.		
20	Be able to work flexibly including sleepovers and shift work.		
21	Specific requirement:		

* It is a requirement of this post that you undertake a PVG Scheme Record application. In some services an Enhanced Disclosure is required. You will also need to be, and maintain, fitness to practice. *